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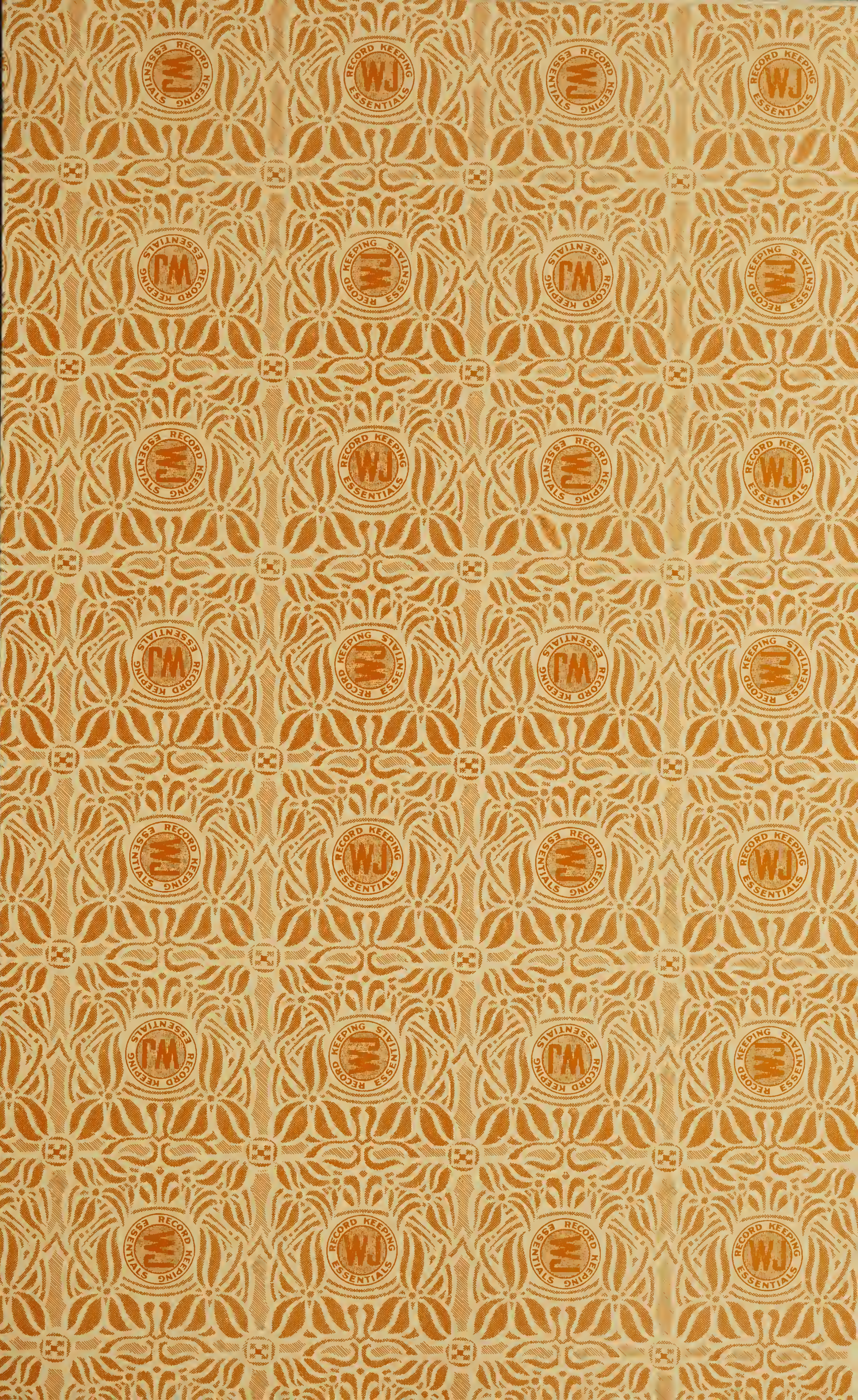

FRONT

TEACHERS' RETIREMENT BOARD MEETING
September 8, 1995

Chairman Cowan called the meeting to order at 9:03 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Sharon Oftedal
Rick Stuber
Duane Jackson for Nancy Keenan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

Jody May
Bill Rasor
David Pepin
Bernard Hartman
Rodney Blain
Donald Bender

Approval of minutes for May 12, 1995.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Mr. Stuber noted the minutes for May 12, 1995 did not reflect he was in attendance. Ms. Oftedal questioned the dates surrounding Carl Knudsen's contracts. Hearing those corrections and no additions, Chairman Cowan stated the minutes will stand approved with changes made.

Executive Director's Report.

Administrative Rules - Notice to Adopt - Staff recommends the rules noticed for public hearing on July 13, 1995 be adopted as noticed or with only minor changes. Two exceptions are Rule 2.44.509 regarding the calculation of average final compensation for mid-year retirements and Rule 2.44.510 regarding post retirement earnings.

Rule 2.44.509, as noticed, would have required that average final compensation (AFC) be prorated on the same basis that service is credited to the member's account. Mr. Stuber made a motion to prorate AFC based on the member's contract reported during the final year, plus any additional compensation earned during the period used to calculate AFC. Ms. Oftedal seconded the motion, which was carried by the Board.Rule 2.44.510, as noticed, proposed that the amount a retiree could earn on a post- retirement re-employment contract would be prorated based on the number of months remaining in the fiscal year, following the member's retirement date. Mr. Stuber moved that the Board base the amount a member may earn on the fiscal year, no matter when the individual retires. Mr. Kranick seconded the motion, which was carried by the Board.

Mr. Stuber moved to approve the Notice to Adopt as written with changes. Mr. Cross seconded the motion, which was carried by the Board.

Transportation Supervisor - Membership Eligibility - Hardin Public Schools is requesting a formal ruling on membership eligibility for the position of Transportation Supervisor. The Board ruled previously that the Hardin Transportation Supervisor, when combined with another administrative position, had to be covered under TRS. This new position is not administrative. Mr. Stuber made a motion that the Hardin Transportation Supervisor position, as presently defined, not be reported to the Teachers' Retirement System. Mr. Kranick seconded the motion, which was carried by the Board.

Fringe Benefits Reported as Compensation - Staff have found several instances where fringe benefits have been converted to compensation, only in the final years of employment, for the stated purpose of increasing retirement benefits. A memo from our actuary outlines the unfunded liabilities created when members have the opportunity to select against the system and North Dakota has adopted legislation which addresses this very issue.

Staff recommend we pursue an aggressive education campaign to make members aware of the unfunded liabilities and the impact these examples can have on the cost to fund future legislation such as the guaranteed annual benefit adjustment. To begin the education process, copies of examples and the memo from the actuary were sent to numerous organizations representing Montana's educators. We will also be discussing these issues when we meet with membership.

A legislative remedy similar to that adopted by North Dakota may be necessary. Staff recommends that any legislation, in addition to providing for a prohibition against converting fringe benefits to compensation in the last years of employment, require that the members and their employer certify, under penalty under law, the amount of any fringe benefit(s) converted to salary. These amounts would not be used in the calculation of retirement benefits and the employee and employer contributions would not be refunded.

PERS/TRS Correction of Reporting Errors - Mr. Senn reported that the Public Employees' Retirement System has denied our request for interest earned on employer contributions. The Board directed that a letter will be written to the Public Employees' Retirement Board asking they explain why interest should not be included on the transfer of contributions they received and invested, and request all future transfers of employer contributions include interest.

Legal Report.

Helena School District Health Insurance - Bill Rasor was present and stated the Helena School District would await the Board's decision before moving further.

Counsel recommends the Board write the Helena School District advising that health insurance benefits were incorrectly reported as compensation and provide them with a list of active and retired administrators we have identified. Staff would ask they identify any administrators we may have missed and verify the amounts we have listed for insurance are correct.

Mr. Stuber moved the Board accept Legal Counsel's recommendation. Mr. Kranick seconded the motion, which was carried by the Board.

EFT Master Agreement - Staff recommends the Board adopt the same language as the PERS Board. Mr. Stuber moved to accept the language. Mr. Cross seconded the motion, which was carried by the Board.

Individual Petitions.

Retirement Effective Date - Ronald Blain and Donald Bender. Mr. Senn advised the Board that both Mr. Blain and Bender are requesting the Board change their effective date of retirement. Mr. Blain and Bender taught Driver's Education through July 13, 1995 and are eligible for benefits August 1, 1995. Both retired at the end of the 1994-95 school year, but continued with the summer Driver's Education program from June 12 through July 13, 1995. At the time that Mr. Blain and Bender requested estimates of retirement benefits and filed their application for retirement, they did not advise us that the Driver's Education program would continue through July 13, 1995. It was only after they filed their applications for retirement benefits and we received copies of their contracts and the Driver's Education schedule, that we discovered they were not eligible for benefits until August 1, 1995, the first of the month following termination.

Mr. Blain and Bender are requesting the Board allow them to contribute on their Driver's Education through the end of June and refund the contributions received for their employment in July. Staff recommends against this option since they did not terminate their employment at the end of June.

(This issue was deferred to staff pending further calculations.) Different options were presented to Mr. Blain and Bender. Mr. Stuber then moved to deny allowing Mr. Blain and Bender to contribute through the end of June and continue working, but draw a monthly benefit effective July 1, 1995.

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Mr. Kranick seconded the motion, which was carried by the Board. Mr. Cross abstained because both Mr. Blain and Bender are in his employ. Staff recommended Mr. Blain and Bender be given the option of refunding contributions for the period June 12 through July 13, 1995 and pay benefits effective July 1, 1995 as though they had terminated employment, retired and then returned to work as allowed under §19-20-804.

Committees.

Policy Committee - The Teachers' Retirement Board Handbook was sent out for input the end of July. Mr. Stuber moved to accept the Handbook with revisions as noted. Mr. Cross seconded the motion, which was carried by the Board.

Personnel Committee - Ms. Cross moved to accept Mr. Senn's performance appraisal. Mr. Kranick seconded the motion, which was carried by the Board.

Other Business.

Locating Deceased Members - There are several private companies which the Board can contract with to identify benefit recipients that are deceased and to locate addresses for inactive members who have accounts with the Teachers' Retirement System. Staff recommends the Board issue a request for proposal and authorize staff to enter into a contract not to exceed $5,000.00. Mr. Stuber moved to accept the request. Ms. Oftedal seconded the motion, which was carried by the Board.

Information Sharing - The Office of Public Instruction has asked if the Teachers' Retirement Board is interested in working with the Office of Public Instruction to gather FTE and salary information. We could use this information to verify a member's FTE as well as the salary reported to the Teachers' Retirement System and, maybe in the future, reduce the number of requests to members and employers for verification of service.

Staff recommends the Board work with the Office of Public Instruction to gather salary information on an experimental basis, keeping track of our cost and time involved, and the benefits received. Mr. Stuber moved to accept the proposal. Mr. Cross seconded the motion, which was carried by the Board.

Next Meeting Date - The consensus was for December 1, 1995.

Computer Upgrade - A special one-time purchase of a DEC 2100 computer is available from Digital Equipment Corporation. Because the system was used as a demonstration model for the University Systems of Montana this summer, DEC is offering the system at

a savings of 50 percent, with a full warranty. The savings allow TRS to purchase a much higher capacity hardware configuration at a considerable discount.

Mr. Stuber moved to approve the purchase. Mr. Cross seconded the motion, which was carried by the Board.

Approval of Applications and Benefits. Mr. Stuber moved to accept the applications; Mr. Cross seconded the motion, which was carried by the Board.

Disabilities. The Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to survivor and disability benefits outweighs the public's right to know.

> Billy Asay - Mr. Stuber moved to accept the disability application; Mr. Cross seconded the motion, which was carried by the Board.
>
> Kathleen Tayne - Mr. Stuber moved to disapprove the disability application; Ms. Oftedal seconded the motion, which was carried by the Board.
>
> Mary Bivens - Mr. Stuber moved to allow Ms. Bivens to change to regular retirement; Mr. Cross seconded the motion, which was carried by the Board.
>
> Emily Hastings - Mr. Stuber moved to allow Ms. Hastings to change to regular retirement; Mr. Cross seconded the motion, which was carried by the Board.

Mr. Senn reported staff have been having some difficulty obtaining disability documentation (earnings statement and continued disability form) from those receiving a disability retirement benefit. Staff is currently holding Paul Jennings's benefit because of his failure to return requested documentation. The Board Chair suggested staff follow-up to verify Mr. Jennings is still living and hire a private investigator, if necessary.

Meeting adjourned at 2:46 p.m.

Chairman

David L Senn

Executive Director

Montana Teachers' Retirement System

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	N	AAFEDT, DONNA D	GREAT FALLS	32.00	9,320.62	1	1,893.08	63
06/01/1995	REG	B	AITKEN, CAROL M	CHESTER	30.00	9,000.00	1	1,261.14	62
07/01/1995	REG	A	ALBERTA, JOHN F	BILLINGS	25.73	14,861.58	3	1,181.10	63
07/01/1995	REG	A	ALLEN, KATHLEEN L	CASCADE	29.88			1,207.83	54
07/01/1995	ERLY	N	ALLEN, PATRICIA L	BOZEMAN	24.49	8,438.30	1	1,397.57	53
07/01/1995	REG	A	ANDERSON, JO LYNN	MILES CITY	28.00	5,527.08	1	1,337.24	49
07/01/1995	REG	C	ASTLE, JOHN P JR	BUTTE	25.00	16,468.51	1	1,334.90	57
07/01/1995	REG	C	AUMAUGHER, ROBERT E	KALISPELL	25.00	11,715.31	1	1,958.43	47
07/01/1995	REG	N	BARETTA, DANIEL J	MISSOULA	28.10	15,065.00	1	1,950.08	52
07/01/1995	REG	N	BARONE, ANTON J	SIDNEY	31.00	5,479.81	1	1,421.69	54
07/01/1995	REG	N	BASHAM, IRENE L	LIBBY	31.00	10,867.31	1	1,803.01	61
07/01/1995	ERLY	N	BELL, GEORGE E	BILLINGS	11.89	9,005.76	1	666.85	53
07/01/1995	REG	A	BENJAMIN, EUNICE C	BILLINGS	23.06	9,219.25	1	1,109.07	51
07/01/1995	REG	A	BERTHELSON, MAX G	CONRAD	31.00	1,500.00	1	1,335.41	55
07/01/1995	REG	N	BIRCH, THOMAS H	MISSOULA	29.55	11,288.27	1	1,861.35	57
06/01/1995	REG	N	BISCHOFF, FREDERICK J	GREAT FALLS	25.00	4,532.00	1	1,118.04	48
07/01/1995	REG	N	BLAND, VIRGINIA L	LIBBY	26.16			1,395.53	48
07/01/1995	REG	N	BLUMENTHAL, DELPHIA J	KALISPELL	25.00	15,757.68	1	1,588.91	60
07/01/1995	ERLY	A	BOWD, WILLIAM G	BIG FORK	16.44			442.61	58
07/01/1995	REG	N	BOWNE, DONNA J	MISSOULA	5.82	479.23	1	87.40	67
07/01/1995	REG	N	BOYD, ZELPHA ANN	CARDWELL	12.74	160.00	3	419.13	60
07/01/1995	ERLY	N	BRACE, DEBORAH A	BILLINGS	24.63	13,279.84	1	1,366.03	59
07/01/1995	REG	N	BRAGG, MARCIA G	DODSON	25.21			1,754.15	54
07/01/1995	REG	A	BRAY, SHIRLEY A	HELENA	26.50	5,202.28	1	998.65	56
06/01/1995	REG	N	BREKKE, CLARICE H	SCOBEY	31.34	10,000.00	1	1,682.28	65
07/01/1995	REG	A	BREWER, ALBERT R	LIBBY	25.56	6,856.71	1	1,306.51	50
07/01/1995	REG	N	BRUNO, LOUIS	BROWNING	23.88			1,302.87	50
07/01/1995	REG	A	BUCKINGHAM, JOYCE	LODGE GRASS	41.55	4,578.00	1	1,864.78	62
07/01/1995	REG	B	BUCKLEY, LAWRENCE	BUTTE	30.00	15,635.40	1	1,731.05	52
07/01/1995	REG	A	BURROWS, PERCY THOMAS	MISSOULA	9.81	5,638.45	3	672.64	65

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	A	BYMASTER, DENNIS L	HAVRE	35.00	7,116.60	1	1,600.16	58
07/01/1995	ERLY	N	CARPARELLI, PETER LOUIS	BILLINGS	24.00	28,319.29	1	2,800.81	51
07/01/1995	REG	N	CARPENTER, LOUIS A	LIVINGSTON	28.79	12,873.00	1	1,660.83	57
07/01/1995	ERLY	A	CARPITA, ANNE-MARIE	MISSOULA	23.46			778.60	53
07/01/1995	REG	N	CARTER, BONNIE B	BUTTE	30.00	11,163.82	1	1,813.71	49
07/01/1995	REG	N	CASEY, MABEL JEANE	STEVENSVILLE	26.98	10,000.00	3	1,305.84	61
07/01/1995	REG	N	CASSELMAN, ANN B	HAMILTON	28.00	1,460.00	1	1,359.43	68
07/01/1995	REG	N	CHRISTIANSEN, SHIRLEY A	CHARLO	38.23	393.75	1	1,739.49	59
07/01/1995	REG	A	CLARK, ALLAN J	BILLINGS	31.00	19,761.71	1	1,610.41	58
07/01/1995	REG	B	CLARK, JANE E	BILLINGS	31.68	15,613.77	1	2,005.44	58
07/01/1995	REG	C	CLARK, THEODORE E	BILLINGS	39.63	14,460.94	1	2,497.35	62
07/01/1995	REG	N	COLEMAN, PAULA D	HELENA	22.78	6,616.93	3	1,229.39	54
07/01/1995	ERLY	N	COLEMAN, PAULA D	HELENA	24.72	6,616.93	3	1,122.79	54
06/01/1995	REG	N	COLLINS, GLORIA J	SAND COULEE	25.00	812.50	1	1,072.99	52
07/01/1995	ERLY	B	CONKLIN, CAROLINE	GREAT FALLS	22.89	2,369.04	1	1,030.95	59
07/01/1995	REG	C	CONROY, PATRICIA A	GREAT FALLS	23.56	8,193.63	1	1,347.53	47
07/01/1995	REG	A	COVEY, WILLIAM B	EAST HELENA	27.00	18,458.38	1	1,460.74	49
07/01/1995	REG	N	COY, ROSANNE	TROY	24.77	20,000.00	3	1,195.43	60
07/01/1995	REG	A	CROSSMAN, MAUREEN	BUTTE	31.34	3,400.80	1	1,251.04	62
06/01/1995	REG	N	CROWLEY, JOHN M	MISSOULA	33.00	12,491.85	1	2,105.23	62
07/01/1995	REG	C	CUSKER, BRUCE	GREAT FALLS	37.45	9,267.36	1	2,331.56	59
07/01/1995	REG	N	CYR, FREDRICK L	LINCOLN	18.82	18,503.57	3	1,070.48	56
06/01/1995	ERLY	B	DAILEY, WILMA T	HELENA	12.38			137.44	53
07/01/1995	REG	N	DASSINGER, JACQUELINE M	FORSYTH	28.00	13,006.68	1	1,395.38	61
07/01/1995	REG	N	DAVIS, MARY H	BILLINGS	24.88	13,742.86	1	1,498.44	52
07/01/1995	REG	A	DEMOTT, DAVID L	MISSOULA	24.77	6,691.57	1	1,096.17	49
07/01/1995	REG	N	DESROSIER, PETER J	DRUMMOND	32.00	15,000.00	3	1,695.42	55
06/01/1995	REG	N	DIBERARDINIS, JAMES	BOZEMAN	25.00	8,227.55	1	1,628.46	53
07/01/1995	ERLY	N	DICKINSON, CAROLYN R	LIVINGSTON	15.79	12,873.00	3	800.91	54
06/01/1995	REG	B	DOLMAN, ARTHUR	HAVRE	32.87	13,421.36	1	2,251.71	62

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	C	DOUGHERTY, JAMES P	GLENDIVE	38.00	9,924.93	3	1,709.15	60
06/01/1995	REG	A	DRESSER, HUGH W	BUTTE	31.91	15,055.98	1	2,204.50	65
07/01/1995	REG	N	DUFRESNE, DALE A	STEVENSVILLE	29.67	1,000.00	1	1,458.29	51
07/01/1995	REG	N	DUMAY, CHARLES A (TONY)	COLUMBIA FALLS	24.45	10,239.50	3	1,356.09	53
07/01/1995	REG	B	DUPUIS, DARRYL A	POLSON	37.00	3,806.10	3	2,404.11	60
07/01/1995	REG	A	ENSIGN, GARY G	MILES CITY	27.10	3,375.00	3	1,069.60	51
07/01/1995	REG	N	ENSIGN, GEORGE D	BILLINGS	25.38	16,427.20	1	1,684.38	48
07/01/1995	REG	C	ERICKSON, BEATRICE A	HAVRE	32.77	6,340.60	1	1,422.42	55
07/01/1995	REG	C	ERICKSON, RICHARD L	MISSOULA	29.00	15,961.80	1	1,946.83	50
07/01/1995	REG	N	ESLICK, JUDY A	POLSON	31.41	2,929.80	1	1,622.68	55
07/01/1995	REG	N	ESP, DONNA M	HARDIN	15.00	3,824.16	1	643.61	62
07/01/1995	REG	A	EVANS, GEORGE E	BOZEMAN	35.73	22,311.04	1	2,390.82	62
07/01/1995	REG	B	EVANS, JERROLD V	GREAT FALLS	25.42	3,000.00	3	899.26	65
07/01/1995	REG	B	FARMER, ALVIN C	BILLINGS	38.33	17,316.75	1	2,446.00	62
07/01/1995	REG	A	FEELEY, G PATRICK	KALISPELL	30.00	14,684.64	3	2,065.13	50
07/01/1995	REG	C	FELLER, HARVEY C	LEWISTOWN	36.86	10,647.13	1	2,141.65	61
07/01/1995	REG	N	FERGUSON, SHIRLEY A	NASHUA	29.77			1,468.40	59
07/01/1995	REG	C	FERO, JOHN R	HELENA	29.00	14,924.90	1	2,025.88	52
06/01/1995	REG	A	FLATT, GLENN F	MALTA	36.00	3,411.80	1	1,654.64	59
07/01/1995	REG	A	FLOWER, JUANITA H	MILES CITY	15.30	4,500.00	3	541.64	60
07/01/1995	REG	A	FLOWER, JUDSON H JR	MILES CITY	33.78	21,481.00	3	2,756.72	62
07/01/1995	REG	N	FOLLAND, MARCIA C	GREAT FALLS	28.00	4,973.65	1	1,312.86	49
06/01/1995	ERLY	N	FRAZIER, GEORGIA J	BILLINGS	21.84	9,465.52	1	944.01	54
07/01/1995	REG	N	FULLERTON, DOUGLAS B	BOZEMAN	25.16	17,897.73	3	2,086.99	48
07/01/1995	REG	C	GAMELL, JAMES E	GREAT FALLS	30.00	10,097.81	1	1,971.69	53
07/01/1995	REG	N	GARRICK, CLAIR R	GRASS RANGE	27.00	7,797.48	2	1,740.88	50
07/01/1995	ERLY	N	GHILARDI, LAWRENCE	HELENA	22.00	6,383.65	1	1,003.60	53
07/01/1995	REG	C	GODBEY, QUINCEY A	LEWISTOWN	27.00	15,487.58	1	1,384.40	51
07/01/1995	REG	N	GRANT, SUE A	BILLINGS	25.88	5,110.37	3	1,280.43	50
07/01/1995	REG	N	GREER, ROBERT C	BOZEMAN	25.48	26,970.50	1	2,737.39	55

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06/01/1995	REG	C	GRISWOLD, BOBBY L	MILES-CITY	35.35	2,453.78	1	1,680.65	62
07/01/1995	REG	C	GROSSI, GEORGE F	BILLINGS	28.00	12,303.69	1	1,440.79	50
07/01/1995	REG	N	GROVER, CAROL J	WESTBY	24.98	5,404.17	1	1,205.99	50
07/01/1995	REG	N	GROVER, JOHN R	WESTBY	24.88	5,220.80	1	1,164.00	50
07/01/1995	REG	A	GUSTAFSON, RICHARD L	WHITEFISH	38.88			1,824.55	60
07/01/1995	REG	C	HAGAN, (CAROLINE) JEAN M	HAMILTON	26.00	11,189.17	1	2,123.80	51
06/01/1995	REG	N	HALSEIDE, IVELL	CULBERTSON	28.00	1,408.65	1	1,417.18	59
07/01/1995	REG	A	HALVERSON, DUANE R	WHITEFISH	30.99			1,291.30	56
07/01/1995	REG	A	HALVERSON, JEWEL M	BILLINGS	19.88	14,224.25	1	958.74	63
07/01/1995	REG	N	HANE, JOHN KINNA	POTOMAC	26.00	1,601.85	1	1,463.96	64
07/01/1995	REG	N	HARTMAN, BERNARD L	HELENA	31.00	19,429.44	1	2,446.70	52
07/01/1995	REG	N	HATCH, CATHERINE A	BUTTE	28.00	15,382.83	1	1,650.85	50
07/01/1995	REG	B	HEFFELFINGER, SANDRA A	HELENA	34.00	5,096.00	3	1,466.76	55
07/01/1995	REG	N	HEINRICH, KLAUS	WHITEFISH	24.99			1,247.22	50
07/01/1995	REG	N	HENDERSON, RALPH G	COLUMBIA FALLS	25.72	11,599.97	3	1,513.45	50
07/01/1995	REG	N	HENLEY, PATRICIA M	HAVRE	30.22	5,655.58	1	2,266.05	56
07/01/1995	REG	N	HENRY, STEVEN R	BILLINGS	25.00	20,101.80	1	1,713.34	46
06/01/1995	REG	N	HEPLER, EARL R	HAVRE	34.00	15,444.09	1	2,739.00	65
07/01/1995	REG	A	HERZOG, MAUREEN N	BUTTE	30.44	11,454.92	1	1,399.78	56
07/01/1995	REG	C	HEWITT, CHARLES L JR	CHINOOK	29.87	3,308.60	1	1,133.71	52
07/01/1995	REG	A	HJELMSETH, DARLEEN S	MISSOULA	27.04	7,260.98	1	1,473.31	55
05/01/1995	DIS	A	HOLMGREN, JANE N	KALISPELL	9.80			530.00	38
07/01/1995	REG	N	HUGHES, RICHARD J	RICHEY	25.00	11,403.13	1	2,329.58	49
07/01/1995	REG	A	HUNT, SAM P	DUTTON	31.55			1,173.73	58
07/01/1995	REG	B	JAELIN, MICHAEL G	BILLINGS	32.46	18,567.18	2	1,823.52	58
07/01/1995	REG	N	JACKSON, NEVA ELAINE	GREAT FALLS	38.00	6,912.71	1	1,824.44	58
06/01/1995	REG	A	JACOBS, GERALD A	GLENDIVE	30.66			1,154.63	52
06/01/1995	ERLY	A	JENSEN, WILLIAM A	KALISPELL	14.30	7,179.57	2	466.38	53
07/01/1995	REG	N	JETTE, CAROLYN R	MISSOULA	27.12	5,183.77	1	1,394.75	51
07/01/1995	REG	A	JOHNSON, DONALD JAY	GREAT FALLS	29.96	7,887.89	3	1,314.31	56

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	N	JOHNSON, IDAH M	FORSYTH	19.78	6,483.81	1	882.58	65
07/01/1995	REG	N	JOHNSON, KAROL K	GREAT FALLS	25.56	23,753.36	1	2,666.32	46
07/01/1995	REG	A	JOHNSRUD, SHIRLEY M	HAVRE	26.55	7,811.80	3	1,261.70	53
06/01/1995	REG	B	JOHNSTON, DIANE M	PLAINS	26.00	2,291.57	3	991.89	48
06/01/1995	REG	A	JOHNSTON, ROBERT L	PLAINS	23.33	2,129.12	3	867.21	48
06/01/1995	REG	A	JORDAN, THEODORE S	BUTTE	18.98	7,220.59	1	1,371.66	65
07/01/1995	REG	N	KAMRUD, NORMAN B	CHOTEAU	28.00	2,730.15	1	1,342.55	52
07/01/1995	REG	A	KAMRUD, THEODORE	WHITEHALL	25.69	6,924.70	1	1,110.36	50
07/01/1995	REG	B	KELLEY, GARY L	CUT BANK	25.77	2,198.00	3	1,174.68	48
07/01/1995	REG	A	KENDALL, RONALD H	KALISPELL	29.77	16,947.10	3	1,510.75	53
07/01/1995	REG	N	KLAWITTER, LILLIAN J	MISSOULA	26.00	5,204.14	1	1,616.15	64
07/01/1995	REG	N	KNIGHT, RICHARD R	CORVALLIS	27.00	10,580.00	1	1,374.42	62
07/01/1995	REG	A	KNUDSEN, CARL	SACO	24.50	31,879.00	1	2,238.37	55
07/01/1995	REG	A	KOLOGI, RONALD S	HAVRE	34.00	7,733.80	1	1,667.39	58
07/01/1995	REG	B	LAFOND, MERILEE K	BIG TIMBER	30.61	7,679.00	1	1,479.73	54
07/01/1995	REG	N	LAHR, BEVERLY J	BUTTE	21.51	14,603.23	1	1,109.74	64
07/01/1995	REG	B	LAKES, DELORES E	COLUMBIA FALLS	29.88			1,540.87	57
07/01/1995	REG	N	LAPPIN, PATRICK E	ANACONDA	29.00			1,266.24	52
07/01/1995	REG	N	LAWSON, ROBERT F	WHITEFISH	27.72			1,623.83	51
07/01/1995	REG	N	LEIKAM, LARRY	SHEPHERD	26.00	4,789.97	1	1,637.81	51
06/01/1995	REG	N	LIEN, DIXIE A	WOLF POINT	24.88	3,505.60	1	1,170.63	48
05/01/1995	DTH	A	LIVING TRUST LARCOMB, MAR	KALISPELL	2.70			0.00	###
07/01/1995	ERLY	N	LOMBARDI, GLORIA L	GREAT FALLS	10.00			124.46	59
07/01/1995	REG	N	LOWNEY, RONALD J	BUTTE	26.00	18,100.53	1	1,542.56	49
06/01/1995	REG	N	LUCAS, GRACE A	MALTA	35.56	3,411.80	1	1,620.78	61
07/01/1995	REG	N	LUDWIG, BARBARA G	KALISPELL	28.00	15,011.65	1	1,801.94	54
07/01/1995	REG	A	LUNDMAN, RONALD D	HAVRE	32.00	7,733.80	1	1,596.67	52
05/01/1995	REG	B	LUNDQUIST, RONALD W	BILLINGS	17.63	7,873.85	1	1,097.17	60
07/01/1995	ERLY	N	MACPHERSON, SUSAN ELIZABE	BOZEMAN	19.80	4,020.27	1	281.54	56
07/01/1995	REG	N	MALESICH, EDWARD J	BUTTE	32.00	18,211.67	1	1,937.50	55

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	N	MANDEVILLE, PATRICIA A	HELENA	12.43	5,239.88	1	601.26	62
07/01/1995	REG	N	MANN, BERYL R	SHERIDAN	40.00	4,007.73	1	1,607.49	64
07/01/1995	REG	C	MARKUSON, LEONARD E	CIRCLE	27.00	16,777.34	1	1,853.48	51
05/01/1995	DTH	A	MARRIAGE, BETTY M	CUT BANK	14.91			702.40	54
06/01/1995	DIS	N	MARSHALL, GEORGIANNA	ROBERTS	13.56	150.00	3	509.03	51
07/01/1995	REG	N	MARSHALL, RONALD T	ROBERTS	29.56	8,920.10	1	2,113.99	52
07/01/1995	REG	A	MATTHEWS, SAM	BILLINGS	28.88	15,016.54	1	1,447.55	51
07/01/1995	REG	N	MCCRACKEN, JOE C	BILLINGS	30.32	83,027.90	1	4,351.72	48
07/01/1995	REG	N	MCCRACKEN, LEAH K	BILLINGS	25.00	18,280.28	1	1,841.20	47
07/01/1995	REG	A	MCCURDIE, HELEN M	CONRAD	35.67	1,500.00	3	1,386.18	59
07/01/1995	REG	A	MCGINLEY, STEPHEN THOMAS	HELENA	26.00	9,701.37	1	1,442.19	51
07/01/1995	REG	N	MCKAY, JOE D	KALISPELL	30.00	18,980.88	3	2,055.69	58
07/01/1995	REG	N	MCKAY, RUTH G	KALISPELL	27.58	37,927.55	3	1,709.71	59
07/01/1995	REG	A	MCSLOY, THOMAS A	MISSOULA	37.77	7,441.44	1	1,692.01	61
07/01/1995	REG	N	MEDINA, LEOPOLDO O	BUTTE	25.11	16,821.49	1	1,531.38	57
06/01/1995	REG	A	MILLAR, PATRICIA M	COLSTRIP	14.81	13,785.00	1	620.14	61
07/01/1995	REG	N	MILLER, CAROLYN G	HELENA	25.88			1,477.78	52
07/01/1995	REG	B	MILLER, ROBERT W	HYSHAM	21.66			1,061.16	65
07/01/1995	REG	A	MITCHELL, DEREK V	FLORENCE	15.46			596.43	63
07/01/1995	REG	A	MONHEIM, JEFFREY L	GREAT FALLS	25.00	9,320.62	1	1,270.50	50
07/01/1995	REG	A	MONSON, MARTIN O	HAVRE	37.92	7,336.00	1	1,767.87	61
07/01/1995	REG	A	MOORE, ROBERT E	BOZEMAN	36.33	36,165.94	1	3,012.01	63
07/01/1995	REG	N	MORRIS, LARRY P	BILLINGS	29.88	18,158.93	1	1,871.32	53
07/01/1995	ERLY	C	MOTSCH, FRANCES E	LIVINGSTON	21.01	12,873.00	1	1,045.48	59
07/01/1995	REG	N	NEUHARDT, ELVERA M	MILES CITY	39.00	8,283.98	1	2,138.04	58
07/01/1995	REG	N	NEWMAN, FRANKLIN S	BOZEMAN	35.95	37,329.48	1	3,919.49	63
07/01/1995	ERLY	C	NOLES, FRANK JR	POLSON	23.97	2,929.00	1	1,032.10	54
07/01/1995	REG	N	NOLIN, RODNEY K	KALISPELL	29.80	16,505.63	3	1,741.68	57
07/01/1995	REG	N	OLIVER, JOAN CAROL	STEVENSVILLE	15.83	1,000.00	3	714.52	61
07/01/1995	ERLY	N	OLIVER, JOHN A JR	POPLAR	24.92	1,936.99	1	1,411.52	50

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	B	OLSON, HALLIE D	VAUGHN	27.00	3,563.22	1	1,258.13	61
07/01/1995	REG	B	OREILLY, BETTY J	GREAT FALLS	28.20			1,370.40	65
07/01/1995	REG	A	OTHEIM, ROBERT P	WESTBY	26.00	10,905.44	2	1,804.80	52
06/01/1995	REG	B	OVERLIE, MARY M	GLENDIVE	34.00			1,316.12	54
07/01/1995	ERLY	N	OWENS, JAMES D	HARLEM	24.89	1,878.10	3	1,618.92	57
06/01/1995	REG	A	PARKER, GARRY M	KALISPELL	24.88	15,557.20	1	1,699.68	57
07/01/1995	REG	N	PARRISH, MARTHA H	EUREKA	29.22	3,388.14	1	1,723.30	73
07/01/1995	REG	A	PATERSON, FRANCES E	BILLINGS	35.00	16,847.55	1	1,758.80	57
07/01/1995	REG	N	PEPIN, DAVID F	HELENA	31.93	13,119.79	1	2,424.61	53
07/01/1995	REG	A	PERETTI, MARY C	GREAT FALLS	28.19	7,831.49	1	1,219.74	60
07/01/1995	REG	N	PETERSON, GROVER A	BILLINGS	25.66	20,830.84	1	1,800.83	51
07/01/1995	REG	N	PEWONKA, JOYE R	HEART BUTTE	26.87			1,048.44	51
07/01/1995	REG	C	PILLING, ARMIN L	HELENA	23.55	11,921.79	1	833.03	61
07/01/1995	REG	A	PINCH, LYNN K	BILLINGS	26.06	9,705.15	1	1,197.16	47
07/01/1995	REG	N	POPPE, AARON E	CHARLO	26.00			1,141.98	56
07/01/1995	ERLY	N	RAFFERTY, LARRY D	BOULDER	5.44	773.79	1	229.22	59
07/01/1995	REG	A	RATLIFF, JOHN W	SIDNEY	26.00	3,700.00	3	1,156.96	54
06/01/1995	REG	A	REED, NORMAN D	BOZEMAN	33.67	33,844.82	1	3,695.57	59
07/01/1995	REG	B	REYNOLDS, G MICHAEL	ABSAROKEE	25.00	7,421.00	3	1,710.28	47
07/01/1995	REG	A	RHOADES, EUGENE R	MILES CITY	6.07	273.08	3	131.61	77
07/01/1995	REG	N	RIMMER, DOROTHY A	BILLINGS	30.46	17,437.94	1	2,058.05	57
07/01/1995	REG	N	ROBERTS, SUZANNE L	LIBBY	35.00	9,249.24	1	1,980.57	57
07/01/1995	REG	N	ROBINSON, LOIS C	GREAT FALLS	11.66			341.41	60
07/01/1995	REG	N	ROBINSON, PHYLLIS M	COLUMBIA FALLS	34.77	2,220.00	3	1,629.65	56
07/01/1995	REG	N	ROBINSON, WILLIAM P	BELGRADE	26.00	15,515.99	3	1,642.62	47
07/01/1995	REG	N	RODACKER, GERALD J	TOWNSEND	30.00	6,744.30	1	1,976.71	55
07/01/1995	REG	C	RONNING, RUTH J	BILLINGS	29.88	21,238.81	1	1,918.89	66
07/01/1995	REG	C	ROSENGREN, ROBERT J	CHARLO	29.83	1,957.50	1	1,206.45	56
07/01/1995	REG	N	ROSENKRANZ, BETTY	MISSOULA	31.00	1,377.00	1	1,394.87	65
07/01/1995	REG	B	ROUTZAHN, MARION L	LINCOLN	35.22	2,378.85	2	1,478.94	58

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	A	RUSSELL, DONALD L	BILLINGS	37.85	21,265.08	1	2,493.74	60
07/01/1995	REG	A	RUTHEMEYER, ROBERT J		23.89	16,167.91	1	1,215.12	65
07/01/1995	REG	N	SANDERS, ROSANNE	EUREKA	28.88	1,332.56	3	1,418.72	58
07/01/1995	REG	N	SATHER, DONNA G	LIBBY	22.89	2,302.81	1	532.67	62
07/01/1995	REG	N	SAXTON, BERMA MAE	HELENA	26.50	8,365.50	1	1,331.93	52
07/01/1995	REG	N	SAYLER, ROBERTA L	BILLINGS	25.11	7,385.20	1	1,498.19	58
07/01/1995	REG	N	SCHAUER, ARTHUR R	LIBBY	29.00	11,589.24	1	1,737.44	53
07/01/1995	REG	C	SCHILLING, IVAN E	SHELBY	33.55			1,486.09	59
07/01/1995	REG	A	SCHOTT, CAROL L	BOZEMAN	24.93			685.10	51
06/01/1995	ERLY	N	SCHULZ, CLAYTON G	DILLON	7.50	1,747.62	1	254.14	59
07/01/1995	REG	A	SCHWEITZER, MARVIN	TROY	27.56			1,311.23	51
07/01/1995	REG	N	SEARLE, PATRICIA A	BUTTE	35.77	17,061.97	3	1,834.69	65
07/01/1995	REG	N	SEITZ, MARCIA J	BILLINGS	25.00	17,177.34	1	1,685.90	61
07/01/1995	ERLY	N	SHERMAN, CLAUDETTE M	COLSTRIP	14.88			633.65	58
07/01/1995	REG	N	SHERMAN, NELLIE R	DODSON	29.17	7,946.15	1	2,014.16	63
07/01/1995	ERLY	N	SHIKANY, SANDRA M	BILLINGS	15.26	6,500.00	3	417.02	53
07/01/1995	REG	N	SHINN, MARILYN B	BILLINGS	25.67	16,474.34	1	1,441.53	52
07/01/1995	REG	N	SHOVLIN, WILLIAM J	BUTTE	28.00	18,741.07	1	1,813.50	47
07/01/1995	REG	A	SILZLY, ROSEMAIRE	ANACONDA	29.01			1,083.58	52
07/01/1995	REG	A	SIMS, JAMES R	BOZEMAN	33.07	23,818.96	1	2,270.62	61
07/01/1995	REG	N	SKELTON, RONALD R	HAMILTON	24.66	8,880.00	1	1,155.94	52
07/01/1995	REG	N	SMITH, ANNALEE SCHAI	WHITEFISH	30.74	8,439.69	3	1,452.10	53
07/01/1995	REG	N	SMITH, DONNA LINCOLN	BILLINGS	32.00	10,619.10	1	1,840.37	63
07/01/1995	REG	A	SMITH, JOHN R	EUREKA	26.00	6,754.10	1	1,324.53	48
07/01/1995	REG	N	SMITH, MARYAN	DIVIDE	12.71			299.62	62
07/01/1995	REG	B	SNYDER, JOHN E	STEVENSVILLE	32.75	1,000.00	3	2,078.67	61
07/01/1995	REG	N	SPILDE, JUDITH A	GREAT FALLS	30.50	7,465.07	1	1,443.04	55
07/01/1995	REG	N	STARSHINE, DOROTHY	HELENA	25.00	8,972.57	1	1,516.99	66
07/01/1995	ERLY	B	STAVENOW, RICHARD	EUREKA	14.00	5,203.22	3	1,023.68	58
07/01/1995	REG	N	STERLING, ALICE MARY	LIBBY	25.75	7,439.04	1	1,455.59	54

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1995	REG	B	STEWART, JUDIE K	KALISPELL	29.77	18,403.75	3	1,644.08	52
07/01/1995	REG	C	STINAUER, JOSEPH P	KALISPELL	29.88	18,403.75	3	1,597.02	51
07/01/1995	ERLY	C	STOKEN, ROBERTA A	EUREKA	21.72	302.51	3	902.85	50
07/01/1995	REG	N	STREITMATTER, ALAN J	POLSON	28.00	3,292.65	1	1,602.85	55
07/01/1995	REG	C	STROM, KATHRYN J	BOZEMAN	21.04	7,490.95	1	1,073.67	63
07/01/1995	REG	A	SUTHERLAND, SIDNEY A	FAIRFIELD	30.13			1,329.35	60
07/01/1995	ERLY	N	SYVRUD, JUNE S	POLSON	16.39	1,441.41	3	436.09	57
07/01/1995	REG	A	TAFT, BRUCE R	BUTTE	26.00	18,539.01	1	1,421.06	54
07/01/1995	DIS	A	TAILLON, LESLIE FAY	NOXON	9.88			482.57	48
07/01/1995	REG	N	TANNEHILL, BRUCE E	WHITEFISH	29.00	600.39	3	1,643.37	52
07/01/1995	REG	C	TAYLOR, RYAN D	COLUMBIA FALLS	25.00	14,028.80	3	2,044.88	49
07/01/1995	REG	N	TENHAM, REINANDA A	WHITEFISH	31.77			1,574.31	57
07/01/1995	REG	N	THUMMA, DORIS	DILLON	25.00	23,382.39	1	1,462.53	65
07/01/1995	REG	C	TRASK, JOHN H JR	MANHATTAN	31.69	15,724.34	1	1,608.79	55
06/01/1995	REG	N	TREVITHICK, RICHARD J	THOMPSON FALLS	27.00	2,650.64	1	1,472.92	49
07/01/1995	REG	B	TURCK, KEITH I	HAVRE	34.00	8,617.96	1	2,016.78	56
07/01/1995	REG	N	TUSLER, EVELYN H	COLUMBIA FALLS	27.00	8,000.00	3	1,404.14	48
07/01/1995	REG	N	TUSLER, HAROLD	COLUMBIA FALLS	25.67	12,113.66	3	1,231.28	48
07/01/1995	REG	N	UNRUH, RICHARD L	FRENCHTOWN	27.00	19,172.01	3	1,677.90	49
07/01/1995	REG	N	VANCE, GRANT H	BOULDER	26.00	2,142.80	1	1,307.68	49
07/01/1995	REG	C	VERSCHOOT, SANDRA M	RONAN	28.00	11,200.00	3	1,405.51	52
07/01/1995	REG	A	WABER, PHILIP J	SIDNEY	25.00	20,667.40	2	1,941.77	48
06/01/1995	DIS	B	WAGNER, MARY G	COLSTRIP	22.88			917.93	44
07/01/1995	REG	B	WALSH, MARGARET J	ANACONDA	34.03			1,566.39	62
07/01/1995	REG	N	WEBBER, GARY L	ALBERTON	29.00	3,521.64	1	2,019.32	52
07/01/1995	REG	A	WEBSTER, SUSAN B	MISSOULA	35.64	5,633.11	1	2,021.86	58
07/01/1995	ERLY	N	WHEELER, RONALD	MISSOULA	27.56	196.87	1	1,521.88	57
07/01/1995	ERLY	N	WHITE, ETHEL A	EUREKA	24.00	1,443.37	3	1,187.77	58
07/01/1995	REG	N	WICKS, LEONARD R	MISSOULA	25.00	8,520.54	1	1,504.65	48
06/01/1995	REG	C	WILKINSON, PATRICIA L	WOLF POINT	33.43	3,505.60	3	1,405.75	65

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07/01/1995	REG	N	WILLIAMS, ROBERTA J	LIVINGSTON	35.00	12,873.00	1	1,961.51	57
07/01/1995	REG	B	WILSON, RICHARD A	LEWISTOWN	26.50	7,675.52	1	1,893.49	53
07/01/1995	REG	N	WINTERS, JOAN E	GREAT FALLS	27.77			1,254.72	50
07/01/1995	ERLY	N	WISEHART, JEFFREY L	MISSOULA	24.13			1,006.61	51
07/01/1995	REG	C	WITT, ANTONIA M	BUTTE	25.88			1,240.29	48
06/01/1995	REG	N	WOJTOWICK, MICHAEL J	HAVRE	33.58	11,469.22	1	2,017.05	52
07/01/1995	REG	N	WOLFE, (REATA) CHARLENE	KALISPELL	25.27	35,457.97	3	1,477.98	56
05/01/1995	REG	A	WRENCH, ROBERT C	BILLINGS	30.50	6,630.55	1	1,586.60	54
07/01/1995	REG	A	YOUNG, LOWELL W	PLENTYWOOD	39.00			2,887.80	64
07/01/1995	REG	A	YOUNG, RONALD J	BUTTE	25.67	16,488.16	1	1,223.52	62
07/01/1995	REG	N	ZIER, RONALD F	MANHATTAN	26.00	28,632.24	1	2,366.76	49
07/01/1995	REG	A	ZINK, PAUL DALE	DILLON	31.89			1,544.23	57

TEACHERS' RETIREMENT BOARD MEETING
December 1, 1995

Chairman Cowan called the meeting to order at 9:00 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Rick Stuber
Duane Jackson for Nancy Keenan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Sharon Oftedal was unable to attend.

Others present were:

Jody May, Montana State University - Bozeman, Carroll South and Jim Penner - Board of Investments, Michael Lahr - Crowley, Haughey, Hanson, Toole & Dietrich Law Firm, Bill Rasor - Helena School District and Richard Floren - Havre School District.

Approval of minutes for September 8, 1995.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Hearing no corrections or additions, Chairman Cowan stated the minutes will stand approved as submitted.

Financial Statement, Budget Report, Investment Report.
Jim Penner and Carroll South were present to report on the performance of the Teachers' Retirement System for fiscal year 1994-95. They compared the returns of the Teachers' Retirement System with other public retirement systems of approximately the same size, or with the neighboring states.

The financial statements for the Teachers' Retirement System are continuing to show the system is growing and we do not anticipate any problems with the budget at this time.

Executive Director's Report.
Contracted Substitute Teachers - Career Concepts in Kalispell is working on a proposal to provide substitute teachers to some Kalispell area schools. The Teachers' Retirement System requested additional information, but none was received. The board deferred action until they receive additional information.

Family Law Orders - We received a completed Family Law Order on the account of William T. Jensen. Staff recommends the FLO be approved as a qualified order. Mr. Cross moved the Board accept Mr. Jensen's FLO. Mr. Kranick seconded the motion that was carried by the Board.

Retirement Planning Conference - The Public Employees' Retirement Board has invited the Teachers' Retirement System to participate in a two-day retirement conference to be held in Helena during the Spring of even numbered years. The purpose of the conference is to share and obtain information about national, state and local retirement issues, and as a forum for identifying and addressing problems existing with the Montana systems. To some extent, this year's conference will duplicate the efforts of the Interim Committee on Public Employees' Retirement Systems, but could serve in place of the committee in the future if the Legislature does not continue the current committee. Mr. Stuber made a motion that the Teachers' Retirement System participate in this conference. Mr. Cross seconded the motion that was carried by the Board.

Legislative Committee on Public Pension Plans - This committee met November 17, 1995 in Helena to begin organizing and to elect officers. The only issue that was identified affecting the Teachers' Retirement System, other than a guaranteed automatic benefit adjustment, was a proposal from the Montana Education Association to require the Governor to appoint a classroom teacher or professor to the Teachers' Retirement Board. The committee also planned to have a review and analysis meeting on February 23, 1996 to discuss guiding principles for public pension plans, state policy and other concerns such as defined contribution plans and guaranteed automatic benefit adjustments.

PERS Transfers - Linda King, Public Employees' Retirement Division Administrator, has advised us that the Public Employees' Retirement Board has declined our request to include interest on the employer's contributions for those members reported to PERS in error. They are, however, willing to pursue future legislation that would provide for the payment of interest.

Legal Counsel suggested we request their legislative proposal be retroactive to the date we requested payment of interest on employer contributions. Counsel will write the Public Employees' Retirement Board and attempt to resolve this issue.

Legal Report.

Legal Counsel, Vivian Hammill, reported the Teachers' Retirement Board has four contested case hearings currently pending. Hearing examiners have been appointed for three out of the four. The Helena School District will be heard by Norman Peterson, Rodney Blain by Kimberly Kradolfer and Carl Knudsen has had Kelly O'Sullivan appointed. Ms. Hammill reported the fourth case, involving Russell Meade, has not had a hearing examiner appointed to date. Anticipated dates for these hearings are in February and April.

Bill Rasor, Helena School District, arrived shortly after Ms. Hammill's presentation. When staff inquired if he was here to attend the meeting, Mr. Rasor indicated he was and demanded an agenda. Staff notified Mr. Warren of Mr. Rasor's arrival. Because of the commotion created by Mr. Rasor, the Chair directed the Board take a break. Michael Lahr, attorney for the Helena School District, arrived shortly after Mr. Rasor and inquired if they had appointed a hearing examiner for their contested case and if the Teachers' Retirement Board knew when they scheduled the hearing. Ms. Hammill informed Mr. Lahr that they had assigned Norman Peterson as hearing examiner and they had not yet scheduled a date for the case. She did point out the Teachers' Retirement Board has nothing to do with setting the date and they would notify Mr. Lahr, and the Board, of when the hearing would take place. Bill Rasor accompanied Mr. Lahr, but made no comments.

Individual Petitions.
Havre Public Schools - Travel Allowance - Administrators in the Havre Public School system receive an allowance for in-district travel, which they report as compensation to the Teachers' Retirement System. Staff advised Richard Floren, Assistant Superintendent of Finance and Employee Relations, that fringe benefits are not reportable as earned compensation. Mr. Floren proposed the Board allow Havre Public Schools to continue the practice of reporting in-district travel allowance or refund the employee and employer contributions for current administrators. Mr. Floren reported they would add these amounts to the base contract and continue to report the allowances as earned compensation. Staff expressed their concern with any unfunded liabilities that they may have created as a result of this practice for which the district should be held liable.

Mr. Floren explained that "in-district travel" is really only an increase in salary and is given to all Administrators, whether they travel or not. The District labeled it "travel allowance" so the public would not know of increases granted to Administrators. They also give administrators the option of having it reported to the Teachers' Retirement System. Out of 14 administrators, two have chosen not to have this "allowance" reported.

Because of the two contested case hearings currently pending regarding the definition of earned compensation, Mr. Kranick made a motion to table this issue. Mr. Cross seconded the motion that was carried by the Board.

Toni Rehbein - Ms. Rehbein requested her petition be deferred to another meeting to allow her more time to prepare. The Chairman so ordered.

Other Business.
Next Meeting Dates - The next meetings are tentatively scheduled for February 16, 1996 and May 10, 1996. Mr. Stuber made a motion to accept the meeting dates. Mr. Kranick seconded the motion that was carried by the Board.

NCTR Legislative Committee - The National Council for Teachers' Retirement has again asked that Mr. Senn serve on their Legislative Committee. This committee meets once a year with meetings scheduled for January 27 - 30, 1996. NCTR will pick up all expenses for lodging. Mr. Stuber made a motion to approve Mr. Senn attending the committee meeting. Mr. Cross seconded the motion that was carried by the Board.

Brochures and Newsletter Articles - The board gave much support for the two draft brochures written by Gary Warren covering disability and pre-1989 members who wish to purchase additional service. They also reviewed and found several newspaper articles, written by Gary Warren, to be most useful for various newsletters around the state.

NCTR Conference Report - Mr. Cross, Mr. Stuber and Mr. Senn reported on the NCTR Conference in Albuquerque, New Mexico.

Approval of Applications and Benefits.
Mr. Cross moved to accept the applications. Mr. Kranick seconded the motion that was carried by the Board.

Disabilities. The Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to survivor and disability benefits clearly exceeds the merits of public disclosure.

> Kathleen Tayne - Mr. Cross moved to accept the disability application. Mr. Kranick seconded the motion that was carried by the Board.
>
> Karen Hutchinson - Mr. Cross moved to accept the disability application. Mr. Kranick seconded the motion that was carried by the Board.
>
> Jerel Barnhart - Mr. Cross moved to reinstate Mr. Barnhart's disability retirement allowance. Mr. Kranick seconded the motion that was carried by the Board.
>
> Martha Ulrich - Mr. Cross moved to accept the disability application. Mr. Kranick seconded the motion that was carried by the Board.

Meeting adjourned at 11:40 a.m.

Chairman

David L Senn
Executive Director

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
08/01/1995	DTH	A	READ, ELIZABETH BERYL	HAMILTON	8.07	1,959.32	1	94.48	65
08/01/1995	ERLY	N	FAULKNER, LEE G	BOZEMAN	19.21	5,533.47	1	810.48	58
08/01/1995	ERLY	N	FLEMING, BEUNA M	PARADISE	11.00			174.50	50
08/01/1995	REG	C	BLAIN, RODNEY A	BILLINGS	34.04	18,303.90	1	2,358.37	58
08/01/1995	REG	N	DODD, JOHN M	BILLINGS	33.11	15,572.66	1	2,788.77	65
08/01/1995	REG	N	MCDANIEL, DONALD L	SIDNEY	10.06			137.13	60
08/01/1995	REG	N	PARKER, JOHN J	STEVENSVILLE	24.79	1,000.00	1	1,211.88	48
08/01/1995	REG	N	WALLACE, ELAINE F	MISSOULA	7.30	1,768.74	1	254.09	60
08/01/1995	REG	A	WALTER, CAROL H	BILLINGS	24.96	8,592.21	2	1,125.09	58
08/01/1995	REG	C	WELLER, JOAN L	BILLINGS	25.00	17,643.31	1	1,561.51	55
09/01/1995	ERLY	N	STALNAKER, DOROTHEA E	KALISPELL	8.30			125.47	59
09/01/1995	REG	N	BRUCKNER, JOHN M	MISSOULA	25.03	32,942.58	1	2,704.31	52
09/01/1995	REG	A	DEMETRIADES, ANTHONY	BOZEMAN	16.11	19,915.49	1	1,703.47	65
09/01/1995	REG	A	EWING, RONALD E	SIDNEY	37.22	14,492.50	3	1,791.51	61
09/01/1995	REG	A	HORSWILL, RICHARD	BOZEMAN	32.40	11,336.56	1	2,096.65	62
09/01/1995	REG	A	JOHNSON, CALVIN L	BILLINGS	25.00	19,217.00	1	2,009.27	48
09/01/1995	REG	C	LANDIS, ROBERT K	BILLINGS	29.00	17,961.18	1	1,686.79	55
09/01/1995	REG	B	TORMOEHLEN, JOHN M	COLSTRIP	24.89	14,495.42	3	1,586.93	47
10/01/1995	DTH	A	LINDSAY, ROBERT	MISSOULA	38.25	16,606.89	1	3,080.04	65
10/01/1995	REG	A	BURALLI, ANTHONY J	ANACONDA	27.00			1,121.95	49
10/01/1995	REG	C	COFFIN, ARTHUR B	BOZEMAN	30.22	13,504.14	1	2,903.16	66
10/01/1995	REG	A	GRAHAM, ROGER W	WHITEFISH	6.56			191.42	60
10/01/1995	REG	C	HUMPHREY, NYLES R	DILLON	24.22			1,213.85	48
10/01/1995	REG	N	RAPPE, DONNA M	MISSOULA	17.89	486.00	3	920.68	62
10/01/1995	REG	N	SAILER, DALE D	WILLOW CREEK	25.08	4,000.00	1	1,583.36	47

TOTAL APPLICATIONS	25
TOTAL TERMINATION PAY	235,331.37
AVERAGE TERMINATION PAY	9,413.25
AVERAGE MONTHLY BENEFIT	1,409.41
AVERAGE AGE	57
AVERAGE SERVICE	22.59

TEACHERS' RETIREMENT BOARD MEETING
February 16, 1996

Chairman Cowan called the meeting to order at 9:02 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Rick Stuber
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were: Cliff Roessner, Helena School District; Mike Lahr, Crowley Law Firm; Alve Thomas, Retired Teachers Association; Jody May, Montana State University; Tom Bilodeau, Montana Education Association; Ken Hapner, Montana State University; Joseph Connors, Sr., Connors Law Firm; Charlene Greene, disability claimant; LJ Readricken, husband of Ms. Greene.

Approval of minutes for December 11, 1995.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Hearing no corrections or additions, Chairman Cowan stated the minutes will stand approved as submitted.

Financial Statement, Budget Report, Investment Report.
The investment policy for the Teachers' Retirement System was discussed briefly. The Board reviewed the Cash Flow Summary and examined cyclical patterns.

Mr. Senn reported on the Executive Planning Process, which requires agencies to justify all equipment, new services and FTE's they plan to submit to the 1997 Legislature. The Teachers' Retirement System is asking for an additional FTE in the data processing area to help with future projects dealing with electronic processing and e-mail. Staff would also like to request that the actuary go through all IRS regulations to identify any problems that the system may encounter or complete an Asset/Liability Allocation Model.

Mr. Warren indicated delinquent agencies were being addressed.

Executive Director's Report.
Comment Card Mr. Senn recommended the Teachers' Retirement System include a comment card in correspondence during the months of April, May and June in an attempt to obtain feedback from members regarding our service. Mr. Kranick made a motion to approve the comment card for distribution. Mr. Cross seconded the motion which was carried by the Board.

Pay Plan Exception Mr. Senn recommended a pay plan exception for Rod Sheppard, Information System Analyst, because of recruiting difficulties and subsequently retaining qualified people at less than the market level of salary. The exception will be effective March 4, 1996. Mr. Kranick moved to increase Mr. Sheppard's salary to the market level. Mr. Cross seconded the motion which was carried by the Board.

Legislation *Post Retirement Earnings* - Mr. Senn informed the Board about IRS rules against in-service distributions from pension plans. These rules do not affect the amount that a retiree can earn, but require that an individual terminate without any prospects or anticipation that they will be returning to work. Two states have introduced legislation before their State Assemblies which would require a 90-day break in service in Idaho, and a 30-day break in Wisconsin. There are no minimum number of days required under the IRS rules.

The rules also speak to distributions after someone has reached "normal retirement age." Although not a model of clarity, they appear to be saying a person could retire at a specified age and not be required to have a break in service.

Staff and counsel will continue to review the rules and actions taken by other states to determine if legislation will be necessary.

Guaranteed Annual Benefit Adjustment - Mr. Senn reported that last session's GABA legislation contained many provisions which could be termed as "benefit swaps." However, in looking forward to the 1997 Session, the associations representing active members have indicated they cannot support the benefit swaps or the same increase in employee contributions (1.3 percent) included in the 1995 legislation. Given these constraints, the question of whether we will have a GABA in the 1997 Session depends on the amount of funding that will be available. If the Governor is willing to commit the same level of support as was included in the 1995 GABA, and employee and employer contributions can be increased by some modest amount, we may be able to fund a small increase in retirement benefits. Staff recommend an increase based on years of service rather than a percentage increase. Hopefully, funding would be sufficient to provide at least 50 cents per year of service.

Public Employees Retirement System Transfers - Mr. Senn indicated a letter had been written by Legal Counsel to the Public Employees Retirement System administrator asking for clarification on the Public Employees Retirement Board's position on the payment of interest on employer contributions reported to Public Employees Retirement System in error. The administrator of the Public Employees Retirement System related the Public Employees Retirement Board would not pay interest currently, but thought legislation with a retroactive date would be reasonable. The Teachers' Retirement Board agreed with this assessment.

Definitions Relating to Earned Compensation and the Calculation of Retirement Benefits - Mr. Senn indicated definitions regarding compensation used in the calculation retirement benefits contain not only definitions, but also substantive law. Counsel has recommended that the definitions for "annuity," "average final compensation," "earned compensation," "pension" and "retirement allowance" be rewritten to clarify the definitions as needed and to move substantive law sections into the body of Title 19, Chapter 20.

Mr. Stuber suggested a committee on compensation be formed to "brainstorm" possibilities. Chairman Cowan appointed Mr. Stuber the chair of that committee and requested Tom Bilodeau and Jody May also be members. Mr. Stuber recommended Mr. Cross also be a member of the committee.

Family Law Orders - Staff have not received any Family Law Orders that meet the requirements to be approved as qualified Family Law Orders. There are currently three FLOs pending and, if the recommended changes are made, they will be approved by the Executive Director.

Retirement Conference - Mr. Senn reported there was not sufficient time to plan for an April meeting and it was decided to indefinitely postpone any conference. Staff will continue to work with the Public Employees Pension Security Coalition to develop ideas and hopefully, legislation for a cost of living adjustment for retirees.

Legal Report.
Ms. Hammill reported the dates for contested case hearings are as follows:

Helena School District - May 1, 1996
Carl Knudsen - May 24, 1996
Rodney Blain - May 1, 1996

A hearings officer was appointed for Russell Meade, but no date has been set.

Individual Petitions.
Morris Van Campen - 10 percent cap - Because Mr. Van Campen's 1995-96 anticipated salary of $52,257.00 exceeded his 1994-95 salary of $45,721.00 by more than 10 percent, he was advised the compensation used in the calculation of benefits would be limited to a 10 percent increase. After review of Mr. Van Campen's promotion from principal of a K-6 school to a middle school and his increased teaching days, staff determined that Mr. VanCampen received additional compensation for at least 10 days of a one-time or temporary nature. The legislature's intent, upon passing the 10 percent cap, was to limit the effect on the retirement system of isolated salary increases. Administrative Rules state that the assignment of additional duties of a one-time or temporary nature shall not be exempt from the 10 percent limitation.

Mr. Stuber suggested more information be obtained before a final determination is made. Mr. Kranick moved Mr. Senn write the Superintendent to request additional information on behalf of Mr. Van Campen. Mr. Cross seconded the motion which was carried by the Board.

Other Business.
Out-of-State Travel - The National Association of Public Pension Attorneys (NAPPA) will be holding their annual convention June 26 -28, 1996. The NAPPA conference is a conference of attorneys representing public pension system across the nation. Mr. Senn recommended Vivian Hammill attend.

Mr. Senn also recommended that Rod Sheppard attend the conference on Public Retirement Information System Management. This conference is held in Orlando, Florida. The theme this year will be pension fund communication and the Internet.

Mr. Senn requested Tammy Rau attend a workshop sponsored by the Government Finance Officers Association (GFOA) on new accounting standards that we will be required to implement July 1, 1996. This is a one-day workshop which will be held in Salt Lake City and is the only formal training that will be available on implementation of these required governmental reporting standards.

Mr. Kranick moved to approval all travel requests. Mr. Stuber seconded the motion which was carried by the Board.

Approval of Applications and Benefits.
Mr. Stuber moved to accept the regular retirement applications. Mr. Cross seconded the motion which was carried by the Board.

Disabilities.
The Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to survivor and disability benefits outweighs the public's right to know.

Charlene Green - Mr. Stuber moved to accept the disability application. Mr. Kranick seconded the motion.

Diane Sartie - Mr. Stuber moved to accept the disability application. Mr. Kranick seconded the motion which was carried by the Board.

Phyllis Wicklund - Mr. Stuber moved to accept the disability application. Mr. Kranick seconded the motion which was carried by the Board.

Don Wetzel Sr. - Mr. Stuber moved to accept the disability application. Mr. Kranick seconded the motion which was carried by the Board.

Meeting adjourned at 11:50 a.m.

Chairman

David L Senn

Executive Director

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TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
11/01/1992	DIS	N	ULRICH, MARTHA V	GLENDIVE	10.48			191.28	52
04/01/1993	ERLY	A	NEWBERG, ALAN K	BILLINGS	19.85	6,271.06	2	506.73	50
05/01/1993	ERLY	N	COXWELL, MARGARET J	BILLINGS	14.00			338.71	50
11/01/1994	ERLY	N	WAMBOLT, LOIS	BOZEMAN	12.03	4,403.21	1	253.73	50
12/01/1994	REG	N	MATTESON, CHRISTABEL L	SUNBURST	18.00			283.33	60
06/01/1995	REG	N	SWENUMSON, DONNALEE R	CHINOOK	6.00	798.75	1	211.63	64
07/01/1995	REG	A	MCNEEL, ROBERT B	LAME DEER	26.40	20,272.80	2	1,688.46	53
08/01/1995	DTH	A	READ, STANLEY G	HAMILTON	8.07	1,959.32	1	94.48	65
08/01/1995	REG	C	ELIASON, CAROL N	CONDON	9.22			168.68	60
11/01/1995	DTH	A	MOTT, GARY A	GLASGOW	27.24			1,176.44	60
11/01/1995	REG	A	ARMIJO, JOE D	BOZEMAN	26.71	12,946.38	1	2,121.36	57
11/01/1995	REG	N	FOSTER, MAUREEN GWENDOLYN	GREAT FALLS	27.55			1,495.39	52
11/01/1995	REG	A	VOGELE, MYRON G	BILLINGS	28.80	15,643.78	3	1,494.82	53
12/01/1995	DTH	A	TUSS, MARGARET A	HELENA	26.58	4,173.37	1	1,338.70	49
01/01/1996	ERLY	N	HEBERLE, REBECCA W	FORSYTH	10.40			137.06	59
01/01/1996	ERLY	A	MCKENNA, HARRIET KAY	EAST HELENA	14.89	2,248.23	1	401.89	58
01/01/1996	ERLY	N	ROSS, JAMES A JR	BOZEMAN	6.88			203.23	58
01/01/1996	REG	A	FELDMAN, ROBERT H	BILLINGS	29.22	11,556.67	3	1,317.34	55
01/01/1996	REG	N	FLANAGAN, JAMES W	MISSOULA	18.67	25,238.04	1	1,717.36	60
01/01/1996	REG	N	NEWHALL, DONALD L	CHINOOK	8.00			215.21	60

TOTAL APPLICATIONS	20
TOTAL TERMINATION PAY	105,511.61
AVERAGE TERMINATION PAY	5,275.58
AVERAGE MONTHLY BENEFIT	767.79
AVERAGE AGE	56
AVERAGE SERVICE	17.45

BUSINESS FORMS 03

TEACHERS' RETIREMENT BOARD MEETING
May 10, 1996

Chairman Cowan called the meeting to order at 9:31 a.m. in the Director's Office of the Metcalf Building. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Sharon Oftedal
Rick Stuber
Kurt Hahn for Nancy Keenan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

Tom Bilodeau, Montana Education Association; Jody May, Montana State University; Ken Hapner, Montana State University; Jack E Cohn; John Patrick, OBPP; Raymond Murray, University of Montana; Dave Evenson, Office of Higher Education

Approval of minutes for February 16, 1996.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Hearing no corrections or additions, Chairman Cowan stated the minutes will stand approved as submitted.

Financial Statement, Budget Report, Investment Report.
The Board briefly reviewed the financial statements, budget report and investment report and concurred they were all in great shape. Delinquent agencies are posing no problems at this time with the exception of a few smaller schools.

Executive Director's Report.
Executive Planning Process *Budget* - The EPP requests submitted on behalf of the Board included a new FTE for a programmer/analyst position to help maintain and expand the existing systems and help develop and maintain all electronic reporting, funds to develop an imaging system that will allow staff to capture all active and retired records and maintain them on a more readily accessible electronic median and equipment for enhancements and upgrades to personal computers. A request, entitled "Plan Alternatives" may be submitted on behalf of the Board requesting spending authority to explore alternative retirement plans available. Any study of alternative plans will depend upon the interest of the Interim Committee on Public Employee Retirement Systems.

Mr. Stuber made a motion to approve the requests. Mr. Kranick seconded the motion which was carried by the Board.

Legislation - Staff are drafting "housekeeping" legislation to clarify definitions, IRS requirements for separation of service, Family Law Orders, GASB accounting requirements, optional retirement benefits and PERS transfers. The Committee for Earned Compensation indicated their attempts to define earned compensation are progressing, but will require more work.

GABA - There are currently several proposals with regard to an adjustment for retirees. MEA suggested a one time increase after a five-year waiting period with all current active members being eligible to receive a matching contribution to an individual 403 (b) tax-deferred annuity of up to 1.0 percent. Another option would be to raise both the employee and employer contribution rates, although this didn't seem too popular with active member associations. Still another avenue to consider is similar to a restoration of purchasing power. This concept is still very new and will require further exploration.

Mr. Stuber moved to accept staff's recommendation for housekeeping legislation and to continue investigating ways to fund a guaranteed annual benefit adjustment. Ms. Oftedal seconded the motion which was carried by the Board.

Other Legislation - The Montana Education Association has asked that the Teachers' Retirement Board support their proposal to require at least one member of the Teachers' Retirement Board be an active teacher. Mr. Bilodeau (speaking on behalf of the Montana Education Association) clarified the MEA's intent to not increase the number of Board members. The Chairman asked if the Board may want to consider removing the representative from the Office of Public Instruction. Mr. Senn pointed out that the Office of Public Instruction had been a valuable resource in the past. Mr. Cross also reminded Mr. Bilodeau that he and Mr. Stuber were active members and, as such, represented that sector of the membership.

Mr. Kranick made a motion to table the issue pending revision by Mr. Bilodeau. Ms. Oftedal seconded the motion which was carried by the Board.

University System Experience Study - The Experience Study on the Optional Retirement Plan has been reviewed and recommended for approval by staff. Mr. Stuber moved to accept the completed study. Mr. Kranick seconded the motion which was carried by the Board.

Interest Rate Paid on Member Accounts - After some discussion, Mr. Stuber moved to change the interest rate to 5.5 percent beginning July 1, 1996. Mr. Kranick seconded the motion which was carried by the Board.

Uniform Pension Act by the National Conference of Commissioners on Uniform State Laws NCCUSL has drafted the "Management of Public Employee Retirement Funds Act". The first draft was released in September 1995 and contained many disclosure and reporting requirements that staff found unacceptable and provided written comment to the committee through the NCTR. The NCCUSL issued a second draft along with comments and notes in February 1996. Staff will continue to monitor and comment on the activities of NCCUSL.

Family Law Orders - Staff and Counsel have reviewed and accepted Family Law Orders on behalf of Gary S Roberts and, Lowell Jaeger and Sandra Jaeger.

Individual Petitions.

Morris VanCampen - 10 percent cap - Mr. VanCampen's request to be exempt from the 10 percent cap was tabled last meeting pending receipt of further information. Staff determined Mr. VanCampen's increase in salary resulted from promotion following a reorganization. It was recommended Mr. VanCampen be denied exemption from the 10 percent cap.

Mr. Kranick made a motion to deny exemption. Mr. Stuber seconded the motion which was carried by the Board.

Raymond Murray - 10 percent cap - Mr. Murray is requesting exemption from the 10 percent cap. In 1995, the University of Montana reorganized to create the position of Vice-President for Research and Development. Mr. Murray, at that time, was the Associate Provost for Research and Economic Development and was promoted to the new position. At the time of the promotion, Mr. Murray was receiving an annual salary of $68,513.00. As the Vice-President, he receives a salary of $82,000.00.

Mr. Stuber made a motion to deny Mr. Murray's exemption. Mr. Kranick seconded the motion which was carried by the Board.

Ms. Hammill recommended that the Teachers' Retirement Board may want to consider changing the current 10 percent cap language to incorporate that the employer pay all contributions over 10 percent.

George Kerscher - Reimbursement for Expenses - Mr. Kerscher was overpaid due to his earning more than the allowed amount under a disability retirement. He requested he be allowed to pay back the overpayment over two years. The Board agreed and Mr. Kerscher has repaid all the money owed to the Teachers' Retirement System. He is now requesting he be reimbursed for the additional taxes and accounting expenses incurred because of this overpayment.

Mr. Stuber moved to deny Mr. Kerscher's request based on the Board not charging interest on the overpayment for the two years its taken to repay the money owed. Ms. Oftedal seconded the motion which was carried by the Board.

Duane "Bob" Korthuis - Earned Compensation - Mr. Korthuis has had unused leave payments paid to him each for the nine years he has been employed by Judith Gap. He has been advised this payment is not considered earned compensation. Mr. Korthuis has indicated he will not be retiring for two more years. If proposed amendments to earned compensation are adopted, fringe benefits reported for at least five years would be included in the calculation of average final compensation. Staff recommends that no action be taken at this time.

Mr. Cross moved to table Mr. Korthuis's request. Mr. Kranick seconded the motion which was carried by the Board.

Carol Brett - Purchase of Service - Mrs. Brett requested to purchase private teaching outside of the United States in 1985, but was denied because she was not a member prior to July 1, 1971. When she again contacted the Teachers' Retirement System in 1996, she was advised that the laws governing the purchase of private teaching service had been amended in 1989 to allow the purchase of her out-of-

country private teaching service. Mrs. Brett claims she was not aware of the 1989 changes and should therefore be allowed to purchase service based on the laws in 1971.

Mr. Stuber moved to deny Mrs. Brett's request. Ms. Oftedal seconded the motion which was carried by the Board.

Deer Lodge - Retirement Service Bonus - Clair Bradshaw and Harold Silzly retained Carl Knuchel as legal counsel concerning a retirement service bonus offered by Deer Lodge to members with 20 years of employment in Deer Lodge Schools. Staff was unclear as to what Mr. Bradshaw and Mr. Silzly were seeking since negotiations with Deer Lodge and the Montana Education Association had resulted in a concurrence that the bonus was termination pay and should be reported as such.

Mr. Stuber moved that the bonus be used as termination pay. Mr. Cross seconded the motion which was carried by the Board.

Legal Report.
Ms. Hammill reported the dates for contested hearings are as follows:

Helena School District - October 22 and 23, 1996
Rodney Blain - July 31, 1996

She reported information is still being gathered concerning Russell Meade.

Other Business.
Next Meeting Dates - Teachers' Retirement Board meetings are scheduled for September 6, 1996 and November 22, 1996. To accommodate Tom Bilodeau attending the National Education Association convention, the November meeting date was moved.

NCTR Annual Convention - The 1996 convention is being held in Puerto Rico with Mr. Cowan and Mr. Kranick scheduled to participate. Mr. Cross moved to approve two Board members and the Executive Director attend. Ms. Oftedal seconded the motion.

PRISM Conference Report - Rod Sheppard reported on the wealth of information gathered at the system automation and imaging conference he attended in Florida. He was able to network with other computer professionals and discuss common data processing problems. Mr. Sheppard reported that the Teachers' Retirement System is on the right track based on other similarly situated public pension plans.

Travel Report - Staff have traveled a great deal within the past five months. Most travel is associated with acquainting the membership with general information about the Teachers' Retirement System. Staff has also attended conferences concerning accounting standards and systems automation.

Comment Cards - Comment cards have been enclosed in correspondence since April 2, 1996. Responses have been overwhelmingly positive. Staff will update the Board at the September meeting.

Approval of Applications and Benefits. Mr. Stuber moved to accept the regular retirement applications. Mr. Cross seconded the motion which was carried by the Board.

Disabilities. The Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to survivor and disability benefits outweighs the public's right to know.

> William Bodine - Mr. Stuber moved to deny the disability application. Mr. Cross seconded the motion which was carried by the Board.
>
> Nancy Cameron - Mr. Stuber moved to table the disability application pending further information. Mr. Cross seconded the motion which was carried by the Board.
>
> Eileen Boschee - Mr. Stuber moved to deny the disability application. Mr. Cross seconded the motion which was carried by the Board.

Contested Case.
Carl Knudsen - Calculation of Average Final Compensation - Staff recommended the Board accept the negotiated settlement proposal. Mr. Stuber moved to accept staff's recommendation. Mr. Cross seconded the motion which was carried by the Board.

Election of Officers.
Mr. Cowan was re-elected as Chairman and Mr. Kranick retains his status as Vice-Chairman.

The meeting adjourned at 2:37 p.m.

J E Cowan
Chairman of the Teachers' Retirement Board

David L Senn
Executive Director of the Teachers' Retirement System

CONFERENCE CALL

Teachers' Retirement Board
July 16, 1996

The Teachers' Retirement Board was called to order by Chairman Cowan at 10:30 a.m. Those in attendance were Sharon Oftedal, John Kranick, Jim Cowan, David Senn, Gary Warren, Vivian Hammill and Nancy Cameron.

The Chairman advised those participating that the purpose of the conference call was to review disability applications. The Chairman directed that since the individual's right to privacy of information pertaining to disability benefits outweighed the public's right to know, the meeting would be closed. The meeting was reconvened in open session at 10:50 a.m.

Disability Applications

Nancy Cameron - Ms. Oftedal moved to table the disability application, requesting Ms. Cameron submit additional medical information which staff would forward to Dr. McEvoy for review. Mr. Kranick seconded the motion which was carried by the Board.

Grant Gallup - Mr. Kranick moved to approve the disability application. Ms. Oftedal seconded the motion which was carried by the Board.

George Nolan - Mr. Kranick moved to approve the disability application. Ms. Oftedal seconded the motion which was carried by the Board.

Marian Witthar - Mr. Kranick moved to approve the disability application. Ms. Oftedal seconded the motion which was carried by the Board.

Conference call adjourned at 10:55 a.m.

J E Cowan
Chairman of the Teachers' Retirement Board

David L Senn
Executive Director of the Teachers' Retirement System

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
01/01/1986	ERLY	N	LOWERY, BETTE	BOZEMAN	18.00			461.94	50
04/01/1990	REG	N	RUF, DORIS K	THOMPSON FALLS	17.00			217.16	60
02/01/1991	ERLY	N	HEIKENS, KENNETH E	SIDNEY	13.00			131.68	50
04/01/1994	REG	A	FOSSEN, RONALD D	PEERLESS	9.32			112.79	60
07/01/1994	REG	N	FOSSEN, E DOROTHY	SCOBEY	6.59			46.66	60
07/01/1994	REG	N	JOHNSON, JANICE M	GREAT FALLS	29.96	11,741.50	3	1,270.12	51
02/01/1995	ERLY	N	GHILARDI, LINNEA P	HELENA	19.00			670.03	50
06/01/1995	ERLY	N	MITCHELL, PHYLLIS V	JOLIET	12.00			437.38	59
07/01/1995	ERLY	A	DRAKE, JANET LEE	RONAN	6.31			54.28	53
05/01/1996	ERLY	N	FOLLINGLO, BEVERLY J	GREAT FALLS	16.00			273.51	50
05/01/1996	REG	A	LOMBARDI, LEONARD G		20.86	18,683.67	1	1,092.13	60
06/01/1996	DTH	A	LINN, JOHN A JR	BILLINGS	27.42	14,908.64	1	1,400.53	62
06/01/1996	DTH	A	PARSON, LAVADA	BROWNING	13.66	3,406.31	1	794.70	49
06/01/1996	ERLY	N	HOFFMAN, JOYCE ELAINE (RO	MEDICINE LAKE	7.00	1,572.51	3	150.06	54
06/01/1996	ERLY	A	MICHAEL, JUDITH F	MALTA	19.37	460.30	3	544.01	55
06/01/1996	ERLY	N	MILLER, BARBARA LYNN	ABSAROKEE	21.68			797.23	53
06/01/1996	ERLY	A	NEILL, MARSHA	STANFORD	12.20	555.00	3	288.38	54
06/01/1996	REG	N	ALEXANDER, DENNIS L	MISSOULA	25.50	12,908.41	3	1,495.87	48
06/01/1996	REG	N	ANDERSON, AVIS R	GLENDIVE	26.00	8,853.05	3	1,370.56	48
06/01/1996	REG	C	ARENSMEYER, THOMAS F	TOWNSEND	29.00	5,230.06	1	1,227.31	52
06/01/1996	REG	A	BENNETT, ROBERT L	HARDIN	38.92	41,077.01	3	1,960.34	61
06/01/1996	REG	B	BORER, JOHN L	TOWNSEND	30.20	4,697.10	3	1,441.02	53
06/01/1996	REG	A	BRUBAKER, JAMES L	MILES CITY	20.44			871.54	62
06/01/1996	REG	B	BYERLY, CAROL D	BELT	28.67	7,023.38	3	1,341.02	51
06/01/1996	REG	N	CARLSON, JANAL J	BIGFORK	40.78	3,351.04	1	1,938.03	66
06/01/1996	REG	N	CARPENTER, SALLY A	PLENTYWOOD	40.34	3,180.87	3	1,974.19	64
06/01/1996	REG	A	CHAMBERS, B KEITH	BOZEMAN	13.95	2,074.06	3	1,000.78	63

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1996	REG	N	CHINSKE, MARY BARBARA	POPLAR	33.00	1,892.90	1	1,981.13	61
06/01/1996	REG	N	CLARK, CYRIL DON	LIBBY	29.00	6,002.25	1	1,620.02	50
06/01/1996	REG	A	CROMRICH, JOHN J	HELENA	29.00	11,002.50	1	1,610.32	54
06/01/1996	REG	N	DARLING, PATRICIA RAE	BIGFORK	32.00	3,351.04	1	1,520.77	53
06/01/1996	REG	N	DONNELLY, CORALIE F	GLENDIVE	32.00			1,518.90	61
06/01/1996	REG	A	EASTON, STANLEY E	BOZEMAN	9.00			379.79	60
06/01/1996	REG	A	ENGLAND, JAMES T	LIBBY	30.00	8,265.60	1	1,527.94	62
06/01/1996	REG	N	ERICKSON, ELIZABETH J	POPLAR	16.99	3,513.66	3	949.38	65
06/01/1996	REG	A	EVENSON, VIVIAN MARIE	HAVRE	26.80	11,543.40	1	1,707.77	64
06/01/1996	REG	A	FRAZEE, CLINTON J	BOZEMAN	30.00	15,632.52	1	2,127.47	58
06/01/1996	REG	N	FRIED, DELMAR E	MALTA	32.89	13,279.20	3	1,533.66	55
06/01/1996	REG	N	GILDART, MARJORIE D	BIGFORK	32.00	3,351.04	1	1,523.14	55
06/01/1996	REG	A	GOPLEN, ARMAN D	KALISPELL	15.66	7,000.00	3	679.13	61
06/01/1996	REG	A	HAAB, KENNETH A	HELENA	38.92	15,232.06	1	2,164.45	62
06/01/1996	REG	B	HALVERSON, ELDON C	SHELBY	36.00			1,684.90	60
06/01/1996	REG	A	HAMMER, PATRICIA ANN	STANFORD	17.88	568.05	3	221.48	60
06/01/1996	REG	N	HAMPTON, PHYLLIS M	MILES CITY	29.00	3,664.44	3	1,402.14	60
06/01/1996	REG	N	HANLAN, PATRICIA E	MILES CITY	26.67			666.75	49
06/01/1996	REG	B	HARVEY, GEORGE CHARLES	TOWNSEND	25.00	5,437.80	1	1,382.49	47
06/01/1996	REG	A	HAYDEN, RICHARD J	MISSOULA	44.00	16,444.03	1	2,678.49	74
06/01/1996	REG	A	HESS, LINDSAY L	BUTTE	25.00	9,309.59	1	1,835.98	56
06/01/1996	REG	N	HILTON, JOHN L	TOWNSEND	26.00	5,943.30	1	1,437.96	47
06/01/1996	REG	N	HUTCHISON, MARY L	MILES CITY	35.00	900.00	3	1,116.28	64
06/01/1996	REG	C	JARKA, LOIS M	MISSOULA	6.75	2,025.59	3	230.38	64
06/01/1996	REG	N	JOHNS, MARION C	WHITEHALL	24.96	5,000.00	1	1,359.34	54
06/01/1996	REG	N	KELLY, HILDEGARD	SAND COULEE	21.26	2,874.30	1	934.11	61
06/01/1996	REG	N	KELTZ, DONALD F	DILLON	39.00	18,255.36	1	2,302.15	63

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1996	REG	N	KIBBEE, BETTY ANN	ALBERTON	13.00	619.54	3	619.54	61
06/01/1996	REG	C	KIBBEE, FRANK E	ALBERTON	40.00	2,253.79	3	2,253.79	62
06/01/1996	REG	N	KNAPP, ROGER R	HYSHAM	30.66			1,264.77	53
06/01/1996	REG	A	LAIRD, LOREN L	MILES CITY	36.28	5,273.29	1	1,774.82	65
06/01/1996	REG	N	LEFEVER, RUTH	LEWISTOWN	13.55	2,772.76	1	509.99	63
06/01/1996	REG	B	LILES, DONALD L	HELENA	32.66	15,964.93	1	2,103.58	62
06/01/1996	REG	N	LUND, FRANKLIN C	MILES CITY	34.00	6,912.69	1	1,860.13	61
06/01/1996	REG	A	MANNING, DORIS	HYSHAM	32.38			1,211.92	64
06/01/1996	REG	N	MCCRORY, ANNE M	OUTLOOK	25.77	2,655.40	1	1,039.11	59
06/01/1996	REG	N	MCLAIN, MICHAEL F	GILDFORD	28.00	12,942.00	2	1,333.32	49
06/01/1996	REG	A	MUELLER, JOHN B	BILLINGS	39.00	12,798.77	1	2,261.44	61
06/01/1996	REG	A	NEILL, JOHN D	STANFORD	29.73	8,935.00	3	1,186.80	56
06/01/1996	REG	N	NICKOLOFF, ELIA G	BILLINGS	22.00	10,417.43	1	1,988.24	54
06/01/1996	REG	C	NORDSTROM, WALTER A	RED LODGE	29.96			1,400.04	56
06/01/1996	REG	N	OLSEN, GARY A	TOWNSEND	25.00	5,853.00	1	1,391.60	48
06/01/1996	REG	C	PAIGE, RAY J	HOBSON	25.00	1,566.00	1	1,039.43	53
06/01/1996	REG	A	PARSLEY, ROBERT W		23.00	6,841.99	3	1,306.46	51
06/01/1996	REG	N	PETERSON, JAMES D	WOLF POINT	25.25	2,808.19	1	1,337.44	56
06/01/1996	REG	N	PHILLIPS, CAROLINE S	SUPERIOR	31.23	2,540.00	1	1,858.42	64
06/01/1996	REG	N	PINTZ, JOHN D	BILLINGS	24.88	11,645.02	1	1,396.61	46
06/01/1996	REG	N	POTTS, BRENT A	SIDNEY	27.78	5,856.96	1	1,894.33	55
06/01/1996	REG	N	RASMUSSEN, JOY D	MEDICINE LAKE	29.77	3,050.78	3	1,436.78	60
06/01/1996	REG	N	REED, ARVILLA LOU	PLENTYWOOD	28.02	2,657.05	3	1,237.03	53
06/01/1996	REG	N	REINER, THOMAS M	SHEPHERD	24.88	1,613.04	1	962.01	48
06/01/1996	REG	C	REISTAD, TERRANCE R	CHOTEAU	30.00	2,474.43	1	1,238.16	55
06/01/1996	REG	N	RODACKER, JANET M	TOWNSEND	25.39	2,982.43	1	1,164.09	56
06/01/1996	REG	N	RUMSEY, KATHLEEN A	CULBERTSON	25.44	17,255.77	3	1,297.41	55

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1996	REG	A	SCALLY, PATRICIA A	HARLOWTON	19.88	250.00	2	732.80	64
06/01/1996	REG	N	SCHARA, LARUE	FROMBERG	14.00	3,061.70	1	525.12	61
06/01/1996	REG	N	SCHIEMANN, DONALD A	BOZEMAN	14.88	12,332.58	3	1,520.10	62
06/01/1996	REG	A	SELNER-KUBAS, JOAN L	BIGFORK	33.88	1,839.55	1	1,434.47	66
06/01/1996	REG	N	STRAUSS, RICHARD L	MEDICINE LAKE	25.00	2,791.34	3	1,222.81	49
06/01/1996	REG	N	STUDEBAKER, IRVING G	BUTTE	17.45	10,271.40	1	1,467.80	64
06/01/1996	REG	N	THORESON, ETHEL F	LIBBY	38.44	1,149.03	1	2,055.42	62
06/01/1996	REG	A	VENNES, EUGENE A	PLEVNA	22.66	1,800.00	3	1,109.97	47
06/01/1996	REG	B	VOLKMAN, FRED JAMES	CUT BANK	31.88	1,928.00	3	1,499.53	57
06/01/1996	REG	N	WAITE, GEORGINA M	GLENDIVE	34.22	7,154.32	3	1,463.57	65
06/01/1996	REG	B	ZINK, JOHN S	DILLON	36.99	6,548.70	3	1,890.37	60
07/01/1996	DIS	A	GALLUP, GRANT R	BROWNING	8.01			639.72	63
07/01/1996	DIS	N	SARTI, DIANE L	BUTTE	21.14			1,061.05	45
07/01/1996	DIS	N	WITTHAR, MARIAN A	BILLINGS	18.14	6,997.46	1	1,003.01	51
07/01/1996	DTH	A	CHAPMAN, MITCHELL K	GREAT FALLS	23.26			200.00	10
07/01/1996	DTH	A	CHAPMAN, SHELLEY JEAN	GREAT FALLS	23.26			1,438.49	44
07/01/1996	ERLY	N	COREY, SANDRA L	BILLINGS	18.53	8,598.29	1	579.01	53
07/01/1996	ERLY	N	DEVORE, JACQUELINE C	MISSOULA	15.54			409.55	52
07/01/1996	ERLY	A	EVE, NORMA J	BELGRADE	24.00			908.29	50
07/01/1996	ERLY	B	FAY, MARY JANE	BOZEMAN	21.06	13,201.70	1	418.91	###
07/01/1996	ERLY	B	FAY, PETER K	BOZEMAN	21.06	13,201.70	1	890.19	55
07/01/1996	ERLY	N	FLANAGAN, MICHAEL J	ABSAROKEE	19.66			736.95	50
07/01/1996	ERLY	N	GIESE, MARY M	COLSTRIP	9.80	1,800.00	3	261.65	53
07/01/1996	ERLY	N	HOOD, JOAN M	MISSOULA	24.78	20,562.60	1	1,696.32	55
07/01/1996	ERLY	A	JENSEN, DEAN J	VALIER	23.66			781.29	51
07/01/1996	ERLY	N	KELLER, NICOLE E	HELENA	21.77	5,645.79	3	838.58	52
07/01/1996	ERLY	N	LINK, WILLIAM J	CHARLO	21.87			894.57	51

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	ERLY	N	LOMICA, RUTH F	GREAT FALLS	22.55	6,594.45	1	920.95	57
07/01/1996	ERLY	N	MART, VIRGINIA L	LOLO	20.15	2,945.95	1	889.05	57
07/01/1996	ERLY	C	QUICK, MARTHA E	BOZEMAN	22.30	12,132.23	1	1,375.05	53
07/01/1996	ERLY	B	SAFFORD, JUNE B	BOZEMAN	22.44	7,992.73	1	1,018.34	58
07/01/1996	ERLY	C	SCHULZ, MARY EMILY	ANACONDA	20.00			780.73	59
07/01/1996	ERLY	C	SMITH, BERNADETTE C	PRYOR	20.00	7,638.78	2	614.69	58
07/01/1996	ERLY	N	TAYLOR, LARI ANN	MISSOULA	16.21	8,373.00	3	523.30	55
07/01/1996	ERLY	B	VAN NATTA, NANCY E	KALISPELL	13.55	5,000.00	3	593.29	57
07/01/1996	REG	A	AAGARD, ROBERT G	BILLINGS	34.33	9,790.70	1	2,019.01	59
07/01/1996	REG	A	AHLERS, MARY L	BOZEMAN	24.77	8,503.30	1	1,273.77	46
07/01/1996	REG	N	ALLEN, BEVERLY J	HELENA	8.65	671.24	3	111.10	60
07/01/1996	REG	B	ALLEN, NANCY M	BUTTE	28.05	5,393.25	1	1,330.43	53
07/01/1996	REG	N	ANDERSON, ALAN J	BILLINGS	31.09	31,498.05	1	2,824.38	59
07/01/1996	REG	A	ANDERSON, C LEROY	MISSOULA	30.83	11,816.24	1	2,165.11	65
07/01/1996	REG	N	ANDERSON, CAROL S	MISSOULA	24.88	15,300.00	3	1,113.65	48
07/01/1996	REG	A	ANDERSON, DONALD J	DRUMMOND	28.00	15,000.00	3	1,400.56	52
07/01/1996	REG	A	ARTHUN, GERALD J	COLUMBUS	25.57	3,554.25	3	1,164.54	50
07/01/1996	REG	B	BARKER, GARY R	HELENA	29.98	14,366.24	1	1,818.29	53
07/01/1996	REG	B	BARKER, SANDRA J JOHNSON	HELENA	33.00	2,165.08	1	1,827.45	54
07/01/1996	REG	N	BASSETT, VERA C	LAUREL	26.00	3,982.30	1	1,455.49	61
07/01/1996	REG	N	BENNETT, EDNA (EDDIE) J	MISSOULA	20.96	15,300.00	1	1,475.14	65
07/01/1996	REG	A	BERNET, JAMES L		26.77	9,617.12	1	1,121.53	55
07/01/1996	REG	N	BERTELSEN, PENNY O	SIMMS	27.44	5,102.19	3	2,211.26	50
07/01/1996	REG	A	BEYER, GEORGE A	KALISPELL	37.66	12,504.00	1	2,216.81	62
07/01/1996	REG	C	BIEGEL, KATHRYN A	BOZEMAN	25.63	6,261.95	3	1,025.28	55
07/01/1996	REG	C	BLACK, JAMES E	BILLINGS	25.88	7,338.50	1	1,492.05	48
07/01/1996	REG	B	BLADOW, MADELEIN	BILLINGS	25.18	16,525.43	1	1,420.40	55

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	REG	N	BLENKARN, JUDITH L	HELENA	29.77			1,611.28	51
07/01/1996	REG	N	BONAMIE, BEVERLY G	POLSON	26.44	2,985.30	1	1,372.57	59
07/01/1996	REG	A	BOTTERBUSCH, JOANNE J	HELENA	25.00	8,475.42	1	1,119.44	63
07/01/1996	REG	A	BRADSHAW, CLAIR	DEER LODGE	32.78	20,274.27	1	1,936.96	55
07/01/1996	REG	A	BRAWNER, ANITA J	LIVINGSTON	35.78	13,594.00	1	1,849.40	62
07/01/1996	REG	A	BRAY, MARY E	POLSON	19.55	75.00	1	717.32	60
07/01/1996	REG	6	BRIGGS, MARGARET A	BOZEMAN	23.00	16,950.36	1	1,570.66	66
07/01/1996	REG	N	BROEDER-HALL, SANDRA J	KALISPELL	28.88	15,817.26	1	1,843.86	46
07/01/1996	REG	N	BRUSETT, MARETA	JORDAN	24.15	1,735.65	2	957.83	66
07/01/1996	REG	N	CAPPIS, WARREN ROYCE	FORT BENTON	33.00			1,447.02	57
07/01/1996	REG	B	CHERY, ALLEN W SR	ROUNDUP	27.00	9,738.45	3	1,492.05	56
07/01/1996	REG	N	CHISHOLM, MARY JANE	HOT SPRINGS	16.52	2,098.59	3	316.33	62
07/01/1996	REG	C	CHRISTIANSON, GARY G	KALISPELL	29.88	18,500.00	3	1,625.60	60
07/01/1996	REG	N	COLLINS, DON D	BOZEMAN	36.40	16,126.05	1	2,817.83	62
07/01/1996	REG	N	CONLEY, MARY RUTH	MISSOULA	23.93	1,350.00	3	1,104.93	65
07/01/1996	REG	N	COOK, COLLEEN B	BILLINGS	27.27	7,878.00	1	1,442.51	62
07/01/1996	REG	B	COOMBS, DARREL F	PHILIPSBURG	32.88	17,798.00	3	1,485.55	59
07/01/1996	REG	A	COTTON, RICHARD A	GLASGOW	32.96	9,000.00	1	1,653.61	56
07/01/1996	REG	N	CRAGWICK, LAWRENCE D	BUTTE	25.00	13,058.56	1	1,468.09	46
07/01/1996	REG	N	CRANE, GAYLE M	HARLEM	26.00	3,481.92	1	2,067.96	56
07/01/1996	REG	N	CURTIS, KENNETH D	MISSOULA	26.82	21,729.60	3	1,692.55	49
07/01/1996	REG	N	DETTMANN, JAMES V	KALISPELL	30.33			1,926.86	57
07/01/1996	REG	C	DIGALIS, JOHN	ANACONDA	32.21	3,000.00	3	1,278.73	60
07/01/1996	REG	N	DOIG, CATHERINE C	LIVINGSTON	23.61	8,887.00	1	1,175.10	64
07/01/1996	REG	N	DOLEZAL, CAROLYN H	GREAT FALLS	26.00	7,440.00	3	1,405.81	55
07/01/1996	REG	B	DOMME, JERI LOU	HELENA	32.00	3,757.25	3	1,702.20	55
07/01/1996	REG	N	DUGANZ, SUSAN D	BILLINGS	26.00	16,200.30	1	1,792.56	56

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	REG	N	DUNN, RICHARD L	MISSOULA	34.00	13,288.32	1	2,364.84	56
07/01/1996	REG	N	EDWARDS, ANN R	KALISPELL	25.05	800.00	3	1,139.07	57
07/01/1996	REG	N	EDWARDS, ROBERT N	SOMERS	24.88	7,500.00	1	1,508.10	59
07/01/1996	REG	A	ERFLE, WAYNE E	RAPELJE	17.45	1,500.00	2	585.98	64
07/01/1996	REG	N	FALLDORF, DONALD H	MISSOULA	37.00	21,368.00	1	2,629.38	59
07/01/1996	REG	A	FARVER, HOWARD M	SCOBEY	17.99			330.47	60
07/01/1996	REG	N	FENNER, SARAH A	GREAT FALLS	17.02			731.50	60
07/01/1996	REG	B	FIFIELD, WARD A	FAIRFIELD	28.00	13,000.00	1	2,228.77	50
07/01/1996	REG	N	FITE, MEGAN G	BROWNING	13.53			614.04	61
07/01/1996	REG	N	FLOREN, RICHARD R	HAVRE	28.00	24,113.11	1	2,769.05	50
07/01/1996	REG	N	FORISTER, DOYLE F	BILLINGS	30.13	17,127.28	1	2,085.72	52
07/01/1996	REG	A	FRANKINO, JOHN G	HELENA	18.94	5,980.00	3	922.26	62
07/01/1996	REG	C	FRAZIER, SHERRY K	BELT	25.73	7,918.41	2	1,420.91	48
07/01/1996	REG	A	GAPPMAYER, LOUIS B	BOZEMAN	29.88	16,754.00	3	2,121.90	63
07/01/1996	REG	N	GAUB, CAROL JEAN	MISSOULA	28.88	12,000.00	1	1,565.25	52
07/01/1996	REG	B	GEBO, RICHARD L	GREAT FALLS	26.78	24,470.26	1	1,577.52	59
07/01/1996	REG	A	GILLIS, BARBARA W	GREAT FALLS	32.42	8,188.40	1	1,463.57	64
07/01/1996	REG	N	GLEASON, JUDITH K	HELENA	29.56	8,076.61	1	2,262.03	59
07/01/1996	REG	A	GOSSACK, ROBERT T	ANACONDA	30.00	3,000.00	3	1,255.43	55
07/01/1996	REG	B	GOTTFRIED, GARRY A	RONAN	26.49	5,202.78	2	1,704.56	51
07/01/1996	REG	C	GRAF, WALTER N	MISSOULA	32.00	21,757.40	1	2,112.44	55
07/01/1996	REG	A	GRANT, ROLAND L	BILLINGS	33.49	11,726.77	1	1,948.22	64
07/01/1996	REG	N	GREEN, JEAN J	MANHATTAN	25.27	14,378.40	1	1,298.15	49
07/01/1996	REG	N	GREEN, ROBERT E	BUTTE	32.00	5,984.11	1	1,569.07	55
07/01/1996	REG	A	GRIFFIN, SHIRLEY K	CLANCY	21.86	2,531.00	1	902.29	61
07/01/1996	REG	A	GUSTAFSON, GAYLE L	BILLINGS	27.33	18,848.58	1	1,697.11	64
07/01/1996	REG	N	HAHN, JANICE D	BASIN	14.21	6,520.00	3	487.62	65

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	REG	N	HAMMOND, MARY JO	MISSOULA	25.77	15,300.00	1	1,670.90	49
07/01/1996	REG	A	HAMPA, DONALD R	BUTTE	31.00	16,978.75	1	1,585.96	59
07/01/1996	REG	N	HARRIS, JOEAN D	HELENA	25.00	6,528.89	1	1,245.03	64
07/01/1996	REG	C	HAUGAN, CLARENCE M	BILLINGS	28.09	1,992.00	1	1,326.38	53
07/01/1996	REG	A	HEDGES, WILLIAM J	HAVRE	29.00	7,890.60	1	1,458.56	64
07/01/1996	REG	A	HELGATH, NANCY L	WHITEFISH	25.77	439.11	3	1,156.69	64
07/01/1996	REG	C	HIGGS, MARY MARGARET	HELENA	24.77			1,016.44	49
07/01/1996	REG	A	HOFFMAN, DIANNE L	HELENA	25.00			1,060.63	47
07/01/1996	REG	N	HOGENSON, JUANITA L	GREAT FALLS	4.87			136.80	60
07/01/1996	REG	A	HOLLAND, JAMES D	COLUMBIA FALLS	26.00	9,000.00	3	1,133.40	54
07/01/1996	REG	A	HOPFAUF, HILARY M	GLENDIVE	26.12			1,567.93	48
07/01/1996	REG	N	HOWARD, CHARLES R	BILLINGS	25.99	15,825.11	1	2,446.31	49
07/01/1996	REG	C	HUGHES, JOHN P	DARBY	31.88	13,532.00	2	1,706.93	57
07/01/1996	REG	N	ISAACSON, LEON W	KALISPELL	38.48	12,367.61	1	2,508.27	60
07/01/1996	REG	N	IVEY, BETTY JO	KALISPELL	29.55			1,764.71	59
07/01/1996	REG	N	JELLISON, DAN A	BILLINGS	29.77	13,268.00	1	1,794.81	52
07/01/1996	REG	C	JENSEN, VIRGINIA H	MISSOULA	33.77	7,000.00	1	1,546.40	67
07/01/1996	REG	N	JOHNSON, DALE L	MISSOULA	33.05			2,213.51	61
07/01/1996	REG	B	JOHNSON, GARY W	BILLINGS	31.00	20,772.63	1	2,215.87	54
07/01/1996	REG	A	JOLMA, BARBARA D	HOT SPRINGS	19.66	991.21	3	803.98	64
07/01/1996	REG	C	KAMPS, GAYLE M	LIVINGSTON	25.50	13,132.00	1	1,363.61	51
07/01/1996	REG	B	KIRK, K PHYLLIS	KALISPELL	25.25			1,416.03	63
07/01/1996	REG	N	KLAPWYK, JANICE KAY	MISSOULA	25.00	8,500.00	1	1,647.97	54
07/01/1996	REG	N	KORIZEK, MERLE A	HELENA	25.04	6,118.61	1	1,240.22	58
07/01/1996	REG	N	KOST, SHERRY N	STEVENSVILLE	28.77	7,000.00	3	1,405.04	54
07/01/1996	REG	N	KUHL, JUDITH K	BOZEMAN	29.00	7,898.80	1	1,568.57	56
07/01/1996	REG	B	LAIRD, PRISCILLA D	BILLINGS	20.88	13,519.98	1	1,093.42	64

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	REG	N	LAMOREAUX, FRED	CONRAD	31.00			1,377.54	53
07/01/1996	REG	A	LANNAN, WILLIAM J		32.00	33,820.68	1	2,832.31	65
07/01/1996	REG	N	LAROCHE, VALERIE M	SCOBEY	7.36	2,641.59	2	109.49	62
07/01/1996	REG	N	LEWIS, SYLVIA SUE	CORVALLIS	15.32			1,043.01	56
07/01/1996	REG	N	LINDSAY, CAROL J	KALISPELL	16.33	1,200.00	1	935.05	62
07/01/1996	REG	N	LONGIN, EDWARD M	POLSON	24.04	3,622.35	1	2,179.55	50
07/01/1996	REG	N	LORY, MARY ANNA	MISSOULA	27.49	19,036.45	1	2,070.04	56
07/01/1996	REG	A	LUNDY, JOAN C	SOMERS	26.11	6,000.00	1	1,278.15	65
07/01/1996	REG	C	MAHUGH, JERRY M	COLUMBIA FALLS	25.00	11,788.73	3	1,253.34	51
07/01/1996	REG	A	MANIS, MERLE E	MISSOULA	35.67	16,050.51	1	2,548.68	61
07/01/1996	REG	N	MCCONKEY, DOLORES (MATTHE	ST REGIS	30.88			1,420.71	66
07/01/1996	REG	N	MCDONOUGH, JOSEPHINE K	CONRAD	31.00	1,500.00	1	1,676.24	47
07/01/1996	REG	N	MERCER, CHET A	FRENCHTOWN	27.00	4,827.81	1	1,515.11	50
07/01/1996	REG	N	MEREDITH, MICHAEL G	HELENA	29.00	9,148.08	1	1,972.37	52
07/01/1996	REG	N	MICHELS, MARILYN G	HIGHWOOD	15.20			482.62	66
07/01/1996	REG	C	MINTER, JOHN B	BILLINGS	25.67	15,576.08	1	1,564.81	58
07/01/1996	REG	N	MONROE, MARY JACQUELYN	MISSOULA	31.09	12,000.00	1	1,945.45	64
07/01/1996	REG	B	MOREHOUSE, GARY E	THOMPSON FALLS	26.00	27,194.00	1	1,722.26	50
07/01/1996	REG	B	MORENI, FRANCIS B	ANACONDA	28.00			1,331.93	55
07/01/1996	REG	A	MORRIS, FRANCIS L	BILLINGS	38.63	22,744.26	1	2,514.97	62
07/01/1996	REG	A	MORTON, IRENE CLAUDETTE	DILLON	26.67	9,642.43	1	1,511.19	56
07/01/1996	REG	N	MUNSHOWER, FRANK F	BOZEMAN	29.00	30,005.17	1	3,154.59	63
07/01/1996	REG	N	MURPHY, JOHN S	TROY	26.56	3,320.00	1	1,381.58	51
07/01/1996	REG	A	MURRAY, RAYMOND C	MISSOULA	24.11	46,272.74	1	2,444.11	66
07/01/1996	REG	N	NAYLOR, DOROTHY H	ANACONDA	30.00			1,438.74	59
07/01/1996	REG	B	NELSON, GEORGE H	DILLON	36.00	22,318.25	1	1,974.70	59
07/01/1996	REG	N	NELSON, LAURIE G	HARDIN	31.00			1,701.37	52

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	REG	B	SPENCER, MARLENE J	BILLINGS	38.00	19,263.57	1	2,124.46	60
07/01/1996	REG	A	STEGMANN, RONALD F	EAST HELENA	28.00	8,533.69	1	2,003.48	58
07/01/1996	REG	C	SULLIVAN, DONALD E	BUTTE	32.83	19,893.90	1	1,823.02	61
07/01/1996	REG	N	SWANSON, REBECCA J FISK	BILLINGS	26.00	12,923.70	3	1,370.56	57
07/01/1996	REG	A	TESCH, ELEANOR	GREAT FALLS	34.00	7,619.50	1	1,557.15	56
07/01/1996	REG	N	THOMPSON, LOREN L	ROUNDUP	28.77	10,877.10	3	1,387.72	51
07/01/1996	REG	N	THOMSON, JANET D	GREAT FALLS	26.00	18,797.89	1	2,331.35	50
07/01/1996	REG	B	THOMSON, LAURA E	ANACONDA	28.36			1,169.39	60
07/01/1996	REG	N	TORGERSON, SHIRLEY R	MISSOULA	27.00	20,000.00	3	1,566.89	66
07/01/1996	REG	N	TUCKER, HAROLD B	HELENA	25.40	5,800.19	1	1,406.18	51
07/01/1996	REG	B	VETO, VINCENT JR	LIVINGSTON	40.00	13,573.00	1	2,162.16	62
07/01/1996	REG	C	VIGESAA, DELORES A	BILLINGS	25.06	6,195.63	1	1,192.93	60
07/01/1996	REG	N	WAGNER, MARY LOU	BILLINGS	24.38	12,405.45	1	1,252.16	63
07/01/1996	REG	B	WALSH, HARRIET A	BILLINGS	28.88	15,977.55	1	1,643.76	61
07/01/1996	REG	N	WAMBACH, M CARLA	HELENA	34.00	9,624.02	1	2,136.48	65
07/01/1996	REG	B	WATKINS, DARLENE H	RONAN	10.30	4,250.00	3	402.72	67
07/01/1996	REG	A	WATT, GARY LEE		26.14	991.67	1	1,225.35	61
07/01/1996	REG	B	WEAVER, NANCY J	GREAT FALLS	25.00	18,647.06	1	1,737.24	57
07/01/1996	REG	N	WILEY, PEGGY K	GREAT FALLS	33.00	4,189.96	1	1,882.53	65
07/01/1996	REG	A	WILLIAMS, DENNIS J	CONRAD	28.00	18,981.25	1	2,276.48	51
07/01/1996	REG	A	WILLIS, JERRY B	MISSOULA	17.83	12,000.00	1	1,001.86	62
07/01/1996	REG	A	WOJTOWICK, MARILYN M	HAVRE	34.00	7,890.60	1	1,734.16	52
08/01/1996	REG	N	WILLIAMS, ELLIS E	BOZEMAN	13.25	3,920.39	1	780.57	60

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1996	REG	N	PARKER, KOLEEN F	BILLINGS	26.00	1,187.00	3	1,443.14	55
07/01/1996	REG	N	PATRICK, BARBARA J	BOULDER	27.00	4,933.27	1	1,754.03	56
07/01/1996	REG	N	PENNINGTON, SHARON PEIFFE	MISSOULA	25.00	18,290.75	1	1,665.47	46
07/01/1996	REG	B	PETERS, DANIEL J	BUTTE	32.00	41,156.60	1	3,045.07	55
07/01/1996	REG	N	PHILLIPS, DONALD H	MISSOULA	25.00	20,316.38	1	1,683.60	52
07/01/1996	REG	N	PIERCE, ALICE R	GREAT FALLS	30.86			1,688.54	52
07/01/1996	REG	N	PLEDGE, VIVIAN R	GREAT FALLS	22.46	1,226.43	1	1,205.33	64
07/01/1996	REG	N	PURCELL, MARY DAWN	BUTTE	20.67	6,825.08	1	994.38	63
07/01/1996	REG	N	RAUCH, RUTH	GREAT FALLS	44.97	9,043.32	1	2,437.36	65
07/01/1996	REG	A	READ, DONALD B	MISSOULA	10.70	24,983.88	1	1,007.03	62
07/01/1996	REG	C	REDMOND, LLOYD B	HOT SPRINGS	32.00	1,227.26	3	1,827.08	55
07/01/1996	REG	C	RICHARDS, GEOFFREY N	MISSOULA	11.22	12,570.29	1	1,493.18	69
07/01/1996	REG	B	RICHARDSON, KAREN A	KALISPELL	32.60	8,922.26	2	1,741.60	54
07/01/1996	REG	N	ROESTI, DALTON E	BUTTE	30.88	17,190.37	1	2,009.87	52
07/01/1996	REG	N	ROY, CARL B	SIMMS	25.00	3,500.00	2	1,706.25	48
07/01/1996	REG	N	RUSS, PHILIP W	MISSOULA	27.56	3,640.00	1	1,445.80	53
07/01/1996	REG	N	SAMPSON, JUDITH K	COLUMBIA FALLS	28.77	8,000.00	3	1,609.45	48
07/01/1996	REG	N	SANDERS, LARRY EDWARD	KALISPELL	25.00	20,130.53	1	1,894.31	49
07/01/1996	REG	B	SCHER, GRACIE P	LIVINGSTON	25.46	13,132.00	1	1,413.15	59
07/01/1996	REG	C	SCHULZ, ARLIE E	ANACONDA	37.00			1,546.61	59
07/01/1996	REG	N	SHATTUCK, ANN M	MISSOULA	28.55	15,300.00	1	1,680.17	53
07/01/1996	REG	A	SILZLY, HAROLD	DEER LODGE	35.00	18,183.12	1	1,974.93	56
07/01/1996	REG	N	SMART, CARL E	MISSOULA	26.00	26,738.60	1	2,077.73	48
07/01/1996	REG	C	SMITH, PATRICIA C	BILLINGS	29.39	20,961.80	1	1,941.51	53
07/01/1996	REG	N	SMITH, VERNA M	PLAINS	35.45	2,147.60	2	1,490.72	58
07/01/1996	REG	N	SMITH, WENDELL L JR	COLUMBIA FALLS	25.00	10,650.05	3	1,250.86	55
07/01/1996	REG	N	SONDEREGGER, JOHN L	BUTTE	25.06	9,652.89	1	2,126.28	54

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TOTAL APPLICATIONS                 293
TOTAL TERMINATION PAY     2,404,417.38
AVERAGE TERMINATION PAY       8,206.20
AVERAGE MONTHLY BENEFIT       1,411.75
AVERAGE AGE                         63
AVERAGE SERVICE                  26.03
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TEACHERS' RETIREMENT BOARD MEETING
September 6, 1996

Chairman Cowan called the meeting to order at 9:00 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Sharon Oftedal
Rick Stuber
Curtis Hahn for Nancy Keenan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were: Jody May, Montana State University; Tom Bilodeau, Montana Education Association; Mark Cress, State Personnel Division; Jack Cohen, Montana Retired Teachers Association.

Approval of minutes for meeting of May 10, 1996 and conference call of July 16, 1996.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Mr. Stuber suggested when the meeting is closed for disability reviews, the minutes should note when it was opened again. Chairman Cowan directed Mr. Stuber's suggestion be implemented and hearing no further corrections or additions, stated the minutes will stand approved as submitted.

Executive Director's Report.
Status of Legislation - *Governor's Proposed Human Resource System* - Mark Cress, Administrator of the Personnel Division of the Department of Administration, discussed the current compensation plan and how it is set up according to an employee's longevity and content of job. The proposed plan is more competency based and would be created to judge a person's performance, talent and the personalized skills they bring to the job.

Mr. Cress briefly explained the three plans the state is considering adopting; broad-band, skill-based and competency-based pay systems. Broad-banding refers to reducing the number of job levels or salary grades into a few wide pay bands. Skill-based rewards employees for the range, depth and types of skills they possess. Competency-based pay represents the set of skills, knowledge, abilities and behavioral characteristics that will predict superior performance.

The time line for changes to the compensation plan would require legislation and will need to be prepared by November of this year. Proposed legislation would allow for phased-in implementation over the next biennium.

TRS General Housekeeping Proposals - Mr. Senn gave a detailed overview of the housekeeping proposals. Many amendments are only clarification of terms, current benefit provisions or moving substantive law out of the definition section into the body of the Act. A major area of clarification included the definitions of "average final compensation" and " earned compensation", changing Option D to a term certain and life option, clarification to comply with IRC regulation against in-service distributions and to require that the employer pay the full cost of including earnings in excess of the 10 percent cap under Option I. Mr. Kranick expressed some doubt as to the certainty of moving the 10 percent cap into statute and requiring employers pay the full cost. Mr. Senn indicated he would need a clear indication of what direction the Board wanted to take.

Tom Bilodeau, speaking on behalf of the MFT and the MEA, indicated both groups were opposed to putting the 10 percent cap into statute without exemptions. Reasons for the opposition included their belief that the language is too narrow, the very real fact that University members typically earn more than 10 percent in their last three years, that inflation sometimes dictates a 10 percent or more increase and they also felt other proposed legislation to clarify the definitions should be given a chance to work. Jody May from Montana State University also stated he was opposed, but appeared to mostly be dissatisfied with the proposal that states the employer will pay the full cost.

Postretirement Adjustments - TRS Board and PEPSCo - Based on the Department of Revenue's calculations, retired teachers paid approximately $1,700,000.00 in state income tax in 1994. Mr. Senn recommended the Board propose legislation using this source of revenue to fund a biennial postretirement increase for retired teachers. The State would contribute to the TRS .40 percent of all salaries reported to the system, or approximately $2,000,000.00 per year starting with fiscal year 1998. If this amount were to be accumulated for two years and an adjustment made every other year, retirees would receive around a 1.3 percent biennial increase. This increase would be in addition to current law that allows for the use of excess investment earnings to increase retirement benefits.

The Public Employees' Pension Security Collocation (PEPSCo) submitted a proposal to the interim Committee on Public Employees' Retirement Systems (CPERS) to grant a 2.5 percent ad hoc, one-time adjustment to all current public retirees to make up for state taxes now paid on retirement benefits. Current members' benefits would also be increased by 2.5 percent at the time of retirement. The committee took no action on the proposal.

MEA Legislative Proposal - Teacher Board Member - MEA proposes a requirement that one of the two members appointed to the Teachers' Retirement Board from the teaching profession be an active classroom teacher. A classroom teacher is defined as a staff member assigned to professional activities of instructing pupils in self-contained classes or courses, or in classroom situations. The number of board members would not change. The CPERS voted to give the proposal a "do-pass" recommendation.

Report on Legislative Interim Retirement Committee - The CPERS met August 14 and 15, 1996 to review and decide whether to send proposals to the full Legislature with a "do pass, "do not pass" or "do pass with amendment" recommendations. The committee reviewed 23 proposals, but was only able to finalize recommendations on three of the proposals. One of these was the MEA proposal regarding the makeup of the Teachers' Retirement Board. The committee voted to send the proposal on to the Legislature with a "do pass" recommendation. The Board's housekeeping and postretirement proposals were discussed. However, no action was taken. The committee is next scheduled to meet November 7 and 8, 1996 to decide what recommendation they want to make to the full Legislature on each of the remaining proposals.

The University System is proposing the creation of an optional retirement plan for PERS members employed by the University. It appears the University non-TRS staff are not aware of the current benefits available under the PERS and that the TIAA-CREF and those interested in pushing this proposal have not presented clear and concise information. There was some discussion regarding a study to explore changing to a defined contribution plan. It is estimated this will cost between $15,000.00 and $20,000.00.

The actuarial valuation has shown for many years that the Judges Retirement System is seriously under funded and current contribution rates are not sufficient to pay benefits as they accrue in the future, let alone amortize any unfunded liabilities. The judges, however, insist the actuary simply needs to correct his assumptions and the valuation will show the system is actuarially sound. There was talk of hiring dueling actuaries to decide what the actuarial position of the Judges Retirement System is, however, it appeared that the parties had reached some understanding and were willing to work together.

Federal Legislative Update - On August 20, 1996, the President signed into law Section 415 remedies. Section 415 places limits on the amounts of benefits payable from qualified retirement plans, both public and private. When applied to public pension plans, they create a catch 22. If benefit accruals exceed these limits, the pension plan could be disqualified under the IRS code, which would result in taxation of benefit accruals each year to member's of the system. If benefits are reduced to less than the benefit provided by state law, a potential violation of contracted employment may exist in many states.

One of the major problems faced by public pension plans in complying with Section 415 was the requirement that a qualified defined benefit could not exceed 100 percent of the high three average final compensation. The problem was the definition of compensation excluded pre-tax deferrals while the definition of compensation under the Teachers Retirement Act included the member's gross salary. While this limitation had not yet affected the Montana Teachers' Retirement System, it had affected many other public plans.

Also under Section 415, there were limitations on the amount of survivor and disability benefits that could be paid. These amounts were actuarially reduced on account of age. With passage and approval by the President, public pension plans will be exempt from the limitations under survivor and disability benefits.

Another potential troublesome provision of the IRS code are the provisions covering non-discrimination. Senator Orin Hatch (R) from Utah and Representatives Bob Portman (R) from Ohio and Benjamin Cardin (D) from Maryland have agreed to introduce legislation that would exempt public retirement plans from the non-discrimination rules.

Family Law Orders - Counsel and the Executive Director have reviewed and accepted the following Family Law Orders as qualified Family Law Orders:

Raymond McDonald
Alan T. Jackson
Donald G. Johnson
Donald A. Rudberg

Legal Report.
Contested Cases - The Helena School District requested a motion, as did the TRS. Ms. Hammill indicated we should know "something" in about two weeks. A motion has also been made on Rodney Blain's contested case. TRS has requested a motion to dismiss Russell Meade's case due to lack of information.

Ms. Hammill reported the NAPPA conference was quite good. Topics included taxes and current issues, and cases involving ethical issues.

Individual Petitions.
Richard Floren - Mr. Floren retired effective July 1, 1996 from his position as Assistant Superintendent for Finance and Employee Relations/Clerk for Havre Public Schools. Effective July 1, 1996, Mr. Floren was re-hired by Havre Public Schools as Business Manager/Clerk. The question that staff has raised is whether Mr. Floren's new position should be covered under the Teachers' Retirement System. Mr. Floren's new position does not require teachers certification; anyone working in an instructional services capacity or having teachers certification is required to be a member of the Teachers' Retirement System. Mr. Floren's position is that of an administrator whose duties include Director of Transportation and management of non-certified staff as well as other business management duties.

Kirk Miller, Superintendent of Havre Public School, was present and assured the Board there has been a massive re-organization in the school system and Mr. Floren's new position is not an attempt to "double dip".

Mr. Cross moved to accept staff's recommendation to not require Mr. Floren be reported to the TRS. Mr. Kranick seconded the motion, which was carried by the Board.

Ronald Stegmann - Mr. Stegmann's contracts have been amended to include employer's paid health insurance in the compensation reported to the Teachers' Retirement System. The June 13, 1994 Board minutes from the East Helena School District show the Board approved a salary for the Superintendent of $62,019.08. For the 1994-95 school year, the school clerk certified that this amount included $6,838.08 for health, dental and life/disability insurance. The Board minutes dated June 12, 1995 show that the School Board approved a salary for 1995-96 of $59,960.00 plus health insurance of $6,597.48 for a total of $66,557.48. During the 1995-96 school year, the School Board also moved to pay Superintendent Stegmann a $3,600.00 stipend as transportation supervisor. Mr. Senn informed the Board that he had asked the clerk if the contract for the new superintendent also included health, dental and life/disability insurance which was reported to the TRS. The Clerk stated that the contract did not and the new superintendent was not even offered this option.

Mr. Stegmann retired effective July 1, 1996 and has requested the Teachers' Retirement Board find that the amounts added to his contract for health insurance be included in the calculation of his retirement benefits.

Mr. Kranick moved to accept staff's recommendation that health insurance not be reported as salary. Ms. Oftedal seconded the motion which was carried by the Board.

Craig McCollim - Mr. McCollim is petitioning to purchase service for his employment with Easter Seals under the private teaching provision, 19-20-408 MCA, Creditable Service for Employment in Private Schools. The private teaching statute provides that a member may purchase up to five years of creditable service for employment within the United States in a private elementary, secondary or post-secondary educational institution.

Mr. Cross moved to accept staff's recommendation that Mr. McCollim's petition to purchase service for employment with Easter Seals not be considered private teaching. Mr. Kranick seconded the motion which was a carried by the Board.

Douglas Giebel - Mr. Giebel is the son of Teachers' Retirement System retired member, Fern Giebel, who passed on May 2, 1996. Ms. Giebel retired in 1969 under Option A -- Joint and Full to Beneficiary. Under this option, the same monthly amount would be paid to either the member or their beneficiary for as long as either is living. In 1974, Ms. Giebel's husband and nominated beneficiary passed away and she continued to receive benefits under Option A .

In 1977, Ms. Giebel nominated her son, Douglas, as her designated beneficiary for receipt of the $500.00 death benefit. In 1986, retirees were advised that the Legislature had amended the provisions of the Teachers' Retirement Act allowing them to nominate a new beneficiary and elect to continue with the same retirement option or elect a new retirement option. If the member nominated a new beneficiary and elected to retain the same retirement option or change retirement options, benefits were actuarially adjusted. Our records do not indicate Ms. Giebel ever made an inquiry into the benefits that would be available had she nominated her son as beneficiary.

The Chair directed that the letter received via fax from Mr. Giebel just prior to the Board meeting be distributed to the Board and entered into the record.

Ms. Oftedal moved to deny Mr. Giebel's request to name himself as beneficiary for a continuing benefit. Mr. Cross seconded the motion which was carried by the Board.

RC Murray - In May 1996, the Teachers' Retirement Board denied Mr. Murray's request that he be exempt from the 10 percent cap and he was advised of his right to request a contested case hearing. Instead of a hearing at this time, Mr. Murray proposed the excess earnings be included in the calculation of average final compensation and that the Board accept $500.00 to pay for the enhanced benefits, and he would not request a contested case hearing.

Ms. Oftedal moved to deny Mr. Murray's settlement proposal. Mr. Cross seconded the motion which was carried by the Board.

Janet Colberg - Staff denied Ms. Colberg's request to purchase private teaching service for employment with the University of Colorado, Health Sciences Center as Staff Nurse. On the verification form received, the position title and description of duties stated, "Staff Nurse; duties not specified".

Ms. Colberg was present at the Board meeting and outlined her duties at both the Universities of Colorado and Minnesota.

Mr. Cross moved to table this issue pending receipt of further information. Mr. Kranick seconded the motion which was carried by the Board.

Other Business.

Next Meeting Dates - The Teachers' Retirement Board will meet again on November 22, 1996 and February 21, 1997.

TRS Building Improvements - Staff requested the Board approve expenditures to replace cabinet fronts on Gary and the Board room's cabinets, renovate the storage room , install windows that open in four different places and explore the possibility of building a private office for Janet Cooper. Estimated cost is $6,963.00

Mr. Kranick moved to approve the expenditures requested. Ms. Oftedal seconded the motion which was carried by the Board.

Board's 1998-99 Biennial Budget - The budget presented for the Board's approval included new services submitted which have been approved by the Governors office. The amounts requested for FY 1998 and FY 1999 are at current level plus inflation adjustments.

Mr. Senn updated the Board on the activities of a special subcommittee of the Finance Committee that had recommended the budgets of the retirement boards not be included in the appropriation process. This would mean that the budget we are now submitting for the next biennium would not go before the Legislature and we would not be limited by the appropriation process, but it would instead be the responsibility of the Board.

Mr. Cross moved to accept the proposed budget. Mr. Kranick seconded the motion which was carried by the Board.

Comment Cards -- New Member Services - In April, we began inserting comment cards with correspondence to active members requesting retirement estimates, cost to purchase additional service and general correspondence. Approximately 1,150 cards were initially printed. As of this date, 304 have been returned or approximately 26 percent.

Responses on the cards are overwhelmingly favorable with many positive comments about staff's assistance and attention to detail. Approximately 97 percent of the cards returned to this office rated our service and staff as "very good" to "excellent". However, there were a few negative comments regarding forms and timeliness of our responses.

In an effort to make our forms more readable and easily understood, we have appointed a Forms Committee which is reviewing all forms and making changes to better organize and clarify the information that we are requesting. We have also completed the brochures which will provide specific information on the different benefits offered under the Teachers' Retirement System.

In an effort to address the timeliness of our responses, we are training additional staff to work active membership files. This will provide additional cross-training and help relieve the current workload. We will also be automating more of the correspondence so that the system will generate form letters.

Also in response to the comments we received, it is the goal of staff to develop new member services over the course of the next year. We will continue to rely on employers to forward the membership form, but after we receive the form, we will mail each new member a membership packet. The packet will be sent to their home address and will contain a letter welcoming them to the system, pamphlets, brochures and a handbook describing the benefits available, how to qualify additional service and other pertinent information.

Beginning with the February 1997 benefit, all retirees who have their benefit electronically deposited would receive an advise notice whenever there is a change in the net benefit amount. On the average, the net benefit amount changes four times during the year. We will immediately begin to advise all retirees with benefits mailed to home addresses of the new service available.

Mr. Kranick moved to implement the above new member services and electronic fund transfer advise notice. Ms. Oftedal seconded the motion which was carried by the Board.

Staff Reports - Financial Statements, Budget and Investment, Delinquent Agency and Travel Reports - The financial statement, budget and investment, delinquent agency and travel reports were presented to the Board for their review.

Governor's Appreciation Award for Excellence in Performance - Each year, nominations are submitted from each of the divisions of the Department of Administration for the Governor's Appreciation Award for Excellence in Performance. Two nominees from the Department of Administration are then selected for the Governor's Award. Rod Sheppard was nominated by the Teachers' Retirement System.

For the Department of Administration, Burwell Gooch of the Information Services Division, and the team of Donna Wagner, Judy Nelson, Marjorie Rowley, Jill Oil and Judy Carter from the State Personnel Division, and Rick Oil and Mike Sirup from the Information Services Division were selected to receive the Governor's Award.

Personnel Committee Report - The Personnel Committee reported that the annual performance appraisal on Mr. Senn had been conducted. Mr. Cross indicated all members of the Board had returned the evaluation and staff had also been contacted, along with retired organizations. The results were quite positive for Mr. Senn's performance with the consensus stating he either met or exceeded the expectations of the position.

Mr. Kranick moved to accept Mr. Senn's performance appraisal as written. Ms. Oftedal seconded the motion which was carried by the Board.

Approval of Applications and Benefits.

Regular, Survivorship and Adjustments - Mr. Kranick moved to accept the regular retirement applications. Ms. Oftedal seconded the motion which was carried by the Board.

Disabilities.

Applications for Disability Retirement Benefits - The Chairman directed the meeting be closed at 12:25 p.m. since the individual's right to privacy of information pertaining to disability benefits outweighs the public's right to know. The meeting was reopened at 1:45 p.m.

> Eileen Boschee - Mr. Kranick moved to approve Ms. Boschee's disability retirement. Ms. Oftedal seconded the motion which was carried by the Board.
>
> Nancy Cameron - Ms. Oftedal moved to deny Ms. Cameron's disability retirement. Mr. Kranick seconded the motion which was carried by the Board.
>
> A Linda James - Ms. Oftedal moved to table Ms. James's disability retirement pending receipt of further documentation. Mr. Kranick seconded the motion which was carried by the Board.

Meeting adjourned at 2:30 p.m.

Chairperson of the Teachers' Retirement Board

David L Senn

Executive Director of the Teachers' Retirement System

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
10/01/1990	REG	A	CAMERON, HUGH E	BOZEMAN	7.00			61.07	60
07/01/1991	ERLY	A	LEWIS, RAYMOND D	BROADVIEW	21.00			460.58	51
06/01/1994	REG	N	CRAFT, ROGER L	BOZEMAN	13.00			211.61	60
07/01/1995	ERLY	A	MCKINLEY, EARL G	TURNER	15.00	1,364.29	2	852.20	59
10/01/1995	DTH	A	CLARK, ALLAN J	BILLINGS	20.73			930.87	59
03/01/1996	ERLY	N	IVERSEN, MARILYN J	GREAT FALLS	17.80	113.91	1	570.30	57
06/01/1996	DIS	A	BOSCHEE, EILEEN	HAVRE	9.89	1,697.88	3	456.49	44
06/01/1996	REG	N	BYRON, CATHERINE A	FORSYTH	25.12	13,080.94	3	1,236.19	50
06/01/1996	REG	N	HANLAN, PATRICIA E	VOLBORG	26.67			666.75	49
06/01/1996	REG	A	PEMBERTON, RITA ANN	ROBERTS	25.00	812.04	1	746.41	56
07/01/1996	ERLY	C	MADER, HAROLD GLEN	WIBAUX	21.00	9,700.70	3	1,005.07	53
07/01/1996	REG	N	DOLEZAL, CAROLYN H	GREAT FALLS	26.00	7,548.23	3	1,405.81	55
07/01/1996	REG	N	ELMORE, DAVID	HAMILTON	27.00	9,880.00	1	1,290.46	51
07/01/1996	REG	A	FARVER, HOWARD M	SCOBEY	17.99			330.47	60
07/01/1996	REG	N	FIESTER, KENNETH M	MISSOULA	25.00	17,269.29	2	1,500.62	53
07/01/1996	REG	N	GOODMAN, ROBERT E	COLUMBIA FALLS	33.00	7,000.00	3	1,848.80	55
08/01/1996	DIS	A	NOLAN, GEORGE H	SIDNEY	18.47	5,744.32	3	753.71	52
08/01/1996	DTH	A	ULRICKSON, VIRGINIA	WOLF POINT	15.00	2,928.27	3	557.60	45
08/01/1996	REG	N	BODEN, ANNEKE-JAN	BILLINGS	40.00	24,139.00	1	3,427.59	63
08/01/1996	REG	N	BONDY, KENNETH L	FRAZER	31.11	3,720.88	1	2,161.10	54
08/01/1996	REG	N	CABE, MARY JEAN E	MALTA	15.48	2,053.56	2	492.98	60
08/01/1996	REG	A	FINCO, DENNIS V	MILES CITY	28.00	5,977.78	1	1,193.33	54
08/01/1996	REG	N	GANZ, EARL S	MISSOULA	28.00	16,705.01	1	2,419.75	63
08/01/1996	REG	A	KELLY, JAMES D	PHILIPSBURG	27.41	14,720.12	1	1,849.83	51
08/01/1996	REG	B	KOHL, JOHN W	BOZEMAN	30.00	38,866.18	1	3,388.77	67
08/01/1996	REG	N	MCALLISTER, JANE L	GREAT FALLS	21.11	8,711.31	1	1,266.36	61
08/01/1996	REG	A	MULLEN, PIERCE C	BOZEMAN	34.86	17,560.73	1	2,717.70	62

11/13/1996
10:54

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
08/01/1996	REG	A	PANDEY, NAGENDRA NATH	BUTTE	25.60	10,112.57	1	1,477.56	62
08/01/1996	REG	N	WILLIAMS, ELLIS E	BOZEMAN	13.25	4,544.69	1	779.99	60
08/01/1996	REG	N	WILSON, DONNA EILEEN	BOZEMAN	6.27	9,841.61	1	308.99	65
09/01/1996	DTH	A	GIRARD, MICHAEL J	KALISPELL	16.19			974.27	46
09/01/1996	ERLY	N	LOVELAND, TERRY	WYOLA	22.92	6,000.00	1	1,040.45	50
09/01/1996	REG	A	ALLINGER, GLENN D	BOZEMAN	29.16	19,950.64	1	2,924.91	57
09/01/1996	REG	B	JENNINGS, PAUL W	BOZEMAN	28.54	22,043.37	1	3,256.22	59
09/01/1996	REG	N	KIRKPATRICK, KATHIE W	BILLINGS	28.64	38,979.18	1	3,168.30	55
09/01/1996	REG	N	MEIDE, JOANN K	BILLINGS	27.09	1,035.79	1	1,517.09	67
09/01/1996	REG	N	MOONEY, EVELYN A	GREAT FALLS	29.57			1,149.20	57
09/01/1996	REG	A	THOMAS, FORREST DEAN II	MISSOULA	38.86	15,541.87	1	2,780.15	65
10/01/1996	ERLY	N	HATCH, EVELYN JOANN	GREAT FALLS	22.99	1,222.02	1	879.76	56
10/01/1996	ERLY	A	TURCOTT, GARY L	GREAT FALLS	20.63			618.06	50
10/01/1996	ERLY	C	VITTETOE, PHILIP L	HELENA	16.96	8,044.86	3	608.71	55
10/01/1996	ERLY	N	WASINGER, SHIRLEY M	MISSOULA	16.86			235.65	54
10/01/1996	REG	C	FRENCH, LARRY BECKMAN	MILES CITY	26.00	3,306.55	2	1,030.94	53
10/01/1996	REG	B	WOHLER, LEO E	BILLINGS	34.94	43,372.86	1	3,466.42	57
10/01/1996	REG	C	WULF, JEFFREY M		28.33	14,673.16	1	1,639.74	50

TOTAL APPLICATIONS	45
TOTAL TERMINATION PAY	408,263.61
AVERAGE TERMINATION PAY	9,072.52
AVERAGE MONTHLY BENEFIT	1,370.20
AVERAGE AGE	56
AVERAGE SERVICE	23.41

TEACHERS' RETIREMENT BOARD MEETING
December 4, 1996

Chairman Cowan called the meeting to order at 9:00 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Sharon Oftedal
Rick Stuber
Curtis Hahn for Nancy Keenan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were: Troy McGee, Public Employees Retirement Board; Carroll South, Board of Investments; Jim Penner, Board of Investments; David Evenson, Commissioner of Higher Education; Loran Frazier, School Administrators of Montana; Don Waldron, Montana Rural Education Association; Alve Thomas, Montana Retired Teachers and School Personnel Association; Jack Cohn, Montana Retired Teachers and School Personnel Association; Terry Minow, Montana Federation of Teachers, and Phil Campbell, Montana Education Association.

Approval of minutes for September 6, 1996.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Mr. Hahn noted they spelled his name incorrectly. Hearing no further corrections or additions, Chairman Cowan stated the minutes will stand approved as submitted with one correction.

Report from the Board of Investments.
Jim Penner and Carroll South reported on the system's performance during fiscal year 1996, along with their expectations for future performance. Discussion also took place regarding the recent move toward hiring an international equity manager, and the possibility of investments such as Small Cap Domestic Equity, Emerging Markets or Index Funds.

The Board also discussed the Investment Policy Statement adopted by the Board of Investments in January 1996. Mr. Cross moved to add a client preference to the Teachers' Retirement System Investment Policy Statement stating:

> When hiring private money managers, it is the preference of the Teachers' Retirement Board, when all other requirements are substantially equal, to

select domestic money managers.

Mr. Kranick second the motion, which carried, five to one.

Legal Report.
Ethics Laws - Ms. Hammill reviewed a draft addition to the Board Member Policy Manual that incorporates the State's new ethics laws. The issue was tabled and referred to counsel.

Contested Case Hearings - Ms. Hammill also reported on the status of contested case hearings. The Helena School District case is still being reviewed and we have yet to hear from the Hearings Officer. Motions for summary judgement have been submitted on the Rodney Blain case and conference calls are scheduled for Russell Meade's disability case. Raymond Murray and Douglas Giebel's cases have had no action to date.

Individual Petitions.
Havre Public Schools - The Board had tabled the district's petition in December 1995 to accept, as earned compensation, allowances paid to administrators for in-district travel. The Board tabled the issue pending the outcome of two contested case hearings. In both cases, employer-paid health insurance premiums had been reported as earned compensation. In one case, the district agreed that the payments had been made in anticipation of retirement and therefore paid the employer contributions due under termination pay Option I. The other case is still before a Hearings Officer and has not yet been decided.

Mr. Senn and Ms. Hammill reported they had reviewed the documentation supplied by Havre Public Schools and determined the payments were clearly fringe benefits in addition to the member's regular compensation. Staff had also requested, but not yet received, a list of employees who had received the allowance and the amounts received. Mr. Senn also reminded the Board that the proposed housekeeping legislation, if adopted by the Legislature, may allow such amounts to be used as earned compensation if reported to the system for all employees and included in the five years preceding retirement.

Mr. Stuber recommended this issue again be tabled until receipt of the requested information from Havre. Mr. Cross seconded the motion, which was carried by the Board.

Janet Colberg - Mr. Senn reported that the Board had postponed action in September 1996, on Janet Colberg's request to purchase out-of-state teaching service for her employment as a staff nurse at the Universities of Colorado and Minnesota pending staff review of the documents submitted.

Ms. Colberg was employed at the University of Minnesota from October 1962 through July 1963. Documentation received from the University indicates that records were destroyed and no information was available regarding the services performed at the time of employment. The only records available are from the Minnesota State Retirement System stating Ms. Colberg had withdrawn her account.

Information regarding Ms. Colberg's employment with the University of Minnesota Hospital and Clinic is not sufficient on which to base a decision. Staff therefore recommends the Board deny the request to purchase out-of-state teaching service.

Ms. Colberg was also employed with the University of Colorado Health Science Center from October 1972 through November 1973. On the verification received, the portion of the form requesting position title and brief description of duties stated "staff nurse: duties not specified." Ms. Colberg was a member of the Public Employees Retirement System of Colorado and withdrew her account.

In addition to the verification received from the University and the Colorado Retirement System, staff also received a letter from her former co-worker, Dr. Richard S. Buswell. Dr. Buswell's letter verifies that Ms. Colberg worked with him on the research unit at the University of Colorado Hospital and provided patient care, teaching the patients and their families to prepare them for when they go home so they could continue to receive similar care.

These duties are not covered under the Montana Teachers' Retirement System therefore, staff recommended the Board deny Ms. Colberg's request to purchase out-of-state teaching service.

Mr. Stuber moved the Board to deny Ms. Colberg's request to purchase out-of-state teaching service. Ms. Oftedal seconded the motion, which was carried by the Board.

Actuarial Valuation and ORP Reports - Milliman & Robertson

The Actuary was snowed-in in Spokane and unable to attend. Mr. Senn briefly reviewed the Actuarial Valuation and report on the University System's required unfunded contribution rate.

Executive Director's Report.

Legislation - *Housekeeping* - Mr. Senn reported on a few corrections/additions to the housekeeping legislation since it was last reviewed by the Board in September.

Mr. Stuber moved to accept the corrections/additions as outlined by staff. Ms. Oftedal seconded the motion which was carried by the Board.

Postretirement Adjustment - This proposal remains unchanged from the proposal reviewed by the Board on September 6.

Mr. Stuber moved to adopt the postretirement adjustment proposal as presented. Mr. Cross seconded the motion which was carried by the Board.

MEA TRS Board Proposal - Legislation has been introduced at the request of the MEA to require that one of the two active members of the Board be an “active classroom teacher”.

Mr. Stuber moved to not support the MEA’s legislation. Ms. Oftedal seconded the motion which was carried by the Board.

Optional Retirement Plan Rate Adjustment - Based on the valuation by Milliman & Robertson, the results indicate the ORP rate must be increased from 2.503 percent to 3.97 percent effective July 1, 1997, in order to amortize the unfunded liabilities of the University System by 2033. Legislation as introduced would phase in the rate increase over three years. Staff recommended that the Board propose amendments that would phase in the rate over a five-year period. The longer time frame would reduce the impact on the University System’s budget.

Mr. Stuber moved to adjust the rate accordingly. Mr. Cross seconded the motion which was carried by the Board.

Increasing Post-Retirement Earnings -Mr. Senn presented a report on the pros and cons of increasing the amount a retiree could earn in a position covered under TRS, without loss of benefits. Mr. Stuber explained that he had been asked to discuss the issue with the Teachers’ Retirement Board, however, there was no proposal that he was aware of to increase the ceiling. The Chair asked for comments from the Board and those present. The item was on the agenda for discussion and no action was required of the Board.

Legislative Committee on Public Employees Retirement Systems - The CPERS committee met October 25, 1996 to receive a report from a consultant hired to review the Montana University System’s (MUS) proposal to create an Optional Retirement Plan for MUS employees who are members of the Public Employees Retirement System and to review and comment on other legislative proposals. The report presented to the CPERS committee was shared with the Board.

The committee met a second time on November 7, 1996 for the purpose of finishing its consideration of each legislative proposal and to vote on committee recommendations for the full Legislature during the regular session. The committee adopted “do pass” recommendations on both the TRS housekeeping (7 - 0) and biennial postretirement adjustment (5 - 2) proposals. The committee took no action on the PEPSCo 2.5 percent make-whole cost-of-living proposal.

Other Business.

Next Meeting Dates - Mr. Stuber moved to adopt February 21 and May 9, 1997. Ms. Oftedal seconded the motion which was carried by the Board.

NCTR Legislative Committee - Mr. Senn reported he has once again been asked to serve on the legislative committee of the National Conference on Teachers' Retirement. This committee historically meets in Washington, D.C. the last weekend in January or January 25 -28, 1997.

Mr. Stuber moved to approve out-of-state travel and related expenses for Mr. Senn to attend the NCTR Legislative Committee meeting. Mr. Cross seconded the motion which was carried by the Board.

Public Retirement Information Systems Management -The annual Public Retirement Information Systems Management (PRISM) Seminar is being held in Scottsdale, Arizona May 4th - 7th. Staff has recommended the Board allow Rod Sheppard to attend.

Mr. Stuber moved to approve out-of-state travel and related expenses for Mr. Sheppard to attend the seminar. Mr. Cross seconded the motion which was carried by the Board.

Financial Statements and Budget Reports -The financial statements, budget and investment, delinquent agency and travel reports were presented to the Board for their review.

Approval of Applications and Benefits.

Regular, Survivorship and Adjustments - Mr. Stuber moved to accept the regular retirement applications and adjustments. Mr. Cross seconded the motion which was carried by the Board.

Disabilities. The Chairman closed the meeting at 2:05 p.m. since the individual's right to privacy of information pertaining to survivor and disability benefits outweigh the public's right to know. The meeting was reopened to the public at 3:10 p.m.

> Beverly Jasper - Mr. Stuber moved to approve Ms. Jasper's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.
>
> Michael Smith - Mr. Stuber moved to approve Mr. Smith's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.
>
> Karen Everett - Mr. Stuber moved to approve Ms. Everett's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.
>
> Nancy Cameron - Ms. Oftedal moved to disapprove Ms. Cameron's disability retirement application. Mr. Stuber seconded the motion which was carried by the Board.

Linda Mar James - At Ms. James's request, her application for disability benefits has been tabled until the next Board meeting.

Janice Albert - Mr. Stuber moved to disapprove Ms. Albert's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Meeting adjoured at 3:00 p.m.

Chairperson of the Teachers' Retirement Board

David L Senn

Executive Director of the Teachers' Retirement System

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
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10/01/1995	DTH	A	CLARK, ALLAN J	BILLINGS	20.73			930.87	59
03/01/1996	ERLY	N	IVERSEN, MARILYN J	GREAT FALLS	17.80	113.91	1	570.30	57
06/01/1996	DIS	A	BOSCHEE, EILEEN	HAVRE	9.89	1,697.88	3	456.49	44
06/01/1996	REG	N	BYRON, CATHERINE A	FORSYTH	25.12	13,080.94	3	1,236.19	50
06/01/1996	REG	N	HANLAN, PATRICIA E	VOLBORG	26.67			666.75	49
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07/01/1996	ERLY	C	MADER, HAROLD GLEN	WIBAUX	21.00	9,700.70	3	1,005.07	53
07/01/1996	REG	N	DOLEZAL, CAROLYN H	GREAT FALLS	26.00	7,548.23	3	1,405.81	55
07/01/1996	REG	N	ELMORE, DAVID	HAMILTON	27.00	9,880.00	1	1,290.46	51
07/01/1996	REG	A	FARVER, HOWARD M	SCOBEY	17.99			330.47	60
07/01/1996	REG	N	FIESTER, KENNETH M	MISSOULA	25.00	17,269.29	2	1,500.62	53
07/01/1996	REG	N	GOODMAN, ROBERT E	COLUMBIA FALLS	33.00	7,000.00	3	1,848.80	55
08/01/1996	DIS	A	NOLAN, GEORGE H	SIDNEY	18.47	5,744.32	3	753.71	52
08/01/1996	DTH	A	ULRICKSON, VIRGINIA	WOLF POINT	15.00	2,928.27	3	557.60	45
08/01/1996	REG	N	BODEN, ANNEKE-JAN	BILLINGS	40.00	24,139.00	1	3,427.59	63
08/01/1996	REG	N	BONDY, KENNETH L	FRAZER	31.11	3,720.88	1	2,161.10	54
08/01/1996	REG	N	CABE, MARY JEAN E	MALTA	15.48	2,053.56	2	492.98	60
08/01/1996	REG	A	FINCO, DENNIS V	MILES CITY	28.00	5,977.78	1	1,193.33	54
08/01/1996	REG	N	GANZ, EARL S	MISSOULA	28.00	16,705.01	1	2,419.75	63
08/01/1996	REG	A	KELLY, JAMES D	PHILIPSBURG	27.41	14,720.12	1	1,849.83	51
08/01/1996	REG	B	KOHL, JOHN W	BOZEMAN	30.00	38,866.18	1	3,388.77	67
08/01/1996	REG	N	MCALLISTER, JANE L	GREAT FALLS	21.11	8,711.31	1	1,266.36	61
08/01/1996	REG	A	MULLEN, PIERCE C	BOZEMAN	34.86	17,560.73	1	2,717.70	62

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
08/01/1996	REG	A	PANDEY, NAGENDRA NATH	BUTTE	25.60	10,112.57	1	1,477.56	62
08/01/1996	REG	N	WILLIAMS, ELLIS E	BOZEMAN	13.25	4,544.69	1	779.99	60
08/01/1996	REG	N	WILSON, DONNA EILEEN	BOZEMAN	6.27	9,841.61	1	308.99	65
09/01/1996	DTH	A	GIRARD, MICHAEL J	KALISPELL	16.19			974.27	46
09/01/1996	ERLY	N	LOVELAND, TERRY	WYOLA	22.92	6,000.00	1	1,040.45	50
09/01/1996	REG	A	ALLINGER, GLENN D	BOZEMAN	29.16	19,950.64	1	2,924.91	57
09/01/1996	REG	B	JENNINGS, PAUL W	BOZEMAN	28.54	22,043.37	1	3,256.22	59
09/01/1996	REG	N	KIRKPATRICK, KATHIE W	BILLINGS	28.64	38,979.18	1	3,168.30	55
09/01/1996	REG	N	MEIDE, JOANN K	BILLINGS	27.09	1,035.79	1	1,517.09	67
09/01/1996	REG	N	MOONEY, EVELYN A	GREAT FALLS	29.57			1,149.20	57
09/01/1996	REG	A	THOMAS, FORREST DEAN II	MISSOULA	38.86	15,541.87	1	2,780.15	65
10/01/1996	ERLY	N	HATCH, EVELYN JOANN	GREAT FALLS	22.99	1,222.02	1	879.76	56
10/01/1996	ERLY	A	TURCOTT, GARY L	GREAT FALLS	20.63			618.06	50
10/01/1996	ERLY	C	VITTETOE, PHILIP L	HELENA	16.96	8,044.86	3	608.71	55
10/01/1996	ERLY	N	WASINGER, SHIRLEY M	MISSOULA	16.86			235.65	54
10/01/1996	REG	C	FRENCH, LARRY BECKMAN	MILES CITY	26.00	3,306.55	2	1,030.94	53
10/01/1996	REG	B	WOHLER, LEO E	BILLINGS	34.94	43,372.86	1	3,466.42	57
10/01/1996	REG	C	WULF, JEFFREY M		28.33	14,673.16	1	1,639.74	50

TOTAL APPLICATIONS	45
TOTAL TERMINATION PAY	408,263.61
AVERAGE TERMINATION PAY	9,072.52
AVERAGE MONTHLY BENEFIT	1,370.20
AVERAGE AGE	56
AVERAGE SERVICE	23.41

Teachers' Retirement Board
Conference Call
January 10, 1997 - 10:30 a.m.

Chairman Cowan called the meeting to order at 10:35 a.m. in the office of the Teachers' Retirement System. Those participating in the telephone conference call were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Sharon Oftedal
Rick Stuber
Curtis Hahn for Nancy Keenan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others participating were: Tom Bilodeau, Montana Education Association; Jerry Coffey, Montana State University; Jody May, Montana State University; David Evenson, Commissioner of Higher Education.

House Bill 121 - Optional Retirement Plan Contribution Rate Increase
The Executive Director explained that the contribution rate required for the University System to pay for their share of the unfunded liabilities by July 1, 2033, was 3.97 percent. The Executive Director explained that House Bill 121 would phase in the rate increase over a 3-year period. The current rate of 2.503 percent would increase to an ultimate rate of 4 percent. The Executive Director recommended that the bill be amended to phase in the increase over a 5-year period to help mitigate the fiscal impact of the rate increase on the University System's budget. The ultimate rate phased in over 5 years would be 4.04 percent. Mr. Kranick moved to adopt the recommendation of the Executive Director to phase in the rate increase over a 5-year period. Mr. Cross seconded the motion which carried.

Senate Bill 28 - MEA Board Member
The Executive director advised the Board that he had spoken with Nancy Keenan and the Governor regarding amendments to the bill. The proposed amendments would remove the Superintendent of Public Instruction from the Teachers' Retirement Board and required that the Superintendent then appoint an active classroom teacher. Both the Superintendent of Public Instruction and the Governor said that they could support this amendment. Mr. Eric Feaver, MEA, had also stated that he was in support of the amendment. Mr. Cross moved to support the amendment as described by the Executive Director. Mr. Kranick seconded the motion which carried.

House Bill 169 - Remove the Teacher's Retirement Budget from the Appropriation Process
The Executive Director explained that during the last interim, the Finance Committee had reviewed all statutory appropriations and was recommending that several statutory appropriations be changed to required that they be reviewed and approved by the Legislature each session. The bill also includes a provision that would remove the budgets of the retirement boards from the appropriation process. The Finance Committee, based on recommendations from Greg Pettish, Legal Counsel for the Legislative Division, recommended that the retirement boards be removed from the appropriation process because of the recent Constitutional changes. The Constitutional amendments required that the Board act as fiduciaries in administering the retirement system. Mr. Kranick moved to support House Bill 169 to remove the Teachers' Retirement System from the Appropriation Process. Mr. Cross seconded the motion which carried.

Other Legislation
The Executive Director briefly reviewed other retirement legislation which had been proposed during the session that was of interest to the Teachers' Retirement Board.

Adjournment
The meeting adjourned at 11:30 a.m.

J E Cowan
Chairman of the Teachers' Retirement Board

David L Senn
Executive Director of the Teachers' Retirement System

TEACHERS' RETIREMENT BOARD MEETING
February 21, 1997

Chairman Cowan called the meeting to order at 9:00 a.m. in the Teachers' Retirement System conference room. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Sharon Oftedal
Rick Stuber
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others Present were: Tom Bilodeau, Montana Education Association; Ken Hapner, Montana Sate University; Jody May, Montana State University.

Adopt Agenda

David Senn asked to make three changes to the agenda. The first was to add Nancy Keenan, who would be attending the meeting to provide information regarding amendments to Senate Bill 296. The second change was to move the section of "Update Policy Manual" from the Legal Counsel Report, into the Information items section, as no action is required on the manual at this time. The third change was to add an action item to contract for review and editing of the member's handbook and employer reporting instructions. Rick Stuber moved to accept the Agenda with the recommended changes. Joe Cross seconded the motion which carried.

Approval of minutes for December 4, 1996 & Conference call of January 10, 1997

Chairman Cowan asked for any corrections or additions to the minutes as submitted. Mr. Stuber noted on the December 4 minutes, the date listed on page 4 for the May 1997 meeting was incorrect, and that it should be May 9, 1997. Hearing no further corrections or additions, Chairman Cowan stated the minutes will stand approved as submitted with one correction.

Executive Director's Report

Section 415 - Benefit Limitation Table David Senn reviewed the updated benefit limitation table submitted by the system's actuary. Administrative Rule 2.44.306 requires all actuarial assumptions, rates, and tables be adopted during the regular meeting of the Teachers' Retirement Board and included in the minutes of that meeting. Rick Stuber moved to adopt the updated table; Mr. Kranick moved to second the motion which carried.

Section 415 - Contribution Limitation Mr. Senn reported the IRS has ruled that additional after-tax contributions to purchase service are subject to the contribution limits of Section

415(c). This portion of Section 415 limits the member's annual additional contributions to 25% of the member's taxable income or $30,000, whichever is less. This limit directly impacts the amount a retiring member may contribute to purchase service and qualify termination pay in their final year of employment.

Mr. Senn reported that at this time TRS is still trying to fully understand the implications of the Section 415 contribution limits. Staff has been working with the National Council on Teachers' Retirement and the actuary, Milliman and Robertson, to find answers to our questions. TRS hopes to have answers and a recommendation for the Board in September.

Questions yet to be answered:

1) Will the redeposit of previous membership service be subject to the benefit limitations? Theoretically, contributions withdrawn had already been subject to the 415 limitations and therefore, a redeposit would not again be subject to these limitations.

2) Would redeposit of the member's contributions to purchase out-of-state teaching service be subject to the 415 limitations?

3) Are contributions on termination pay subject to the benefit limitations? And if so, is it possible to establish an "excess benefit plan?" An excess benefit plan is a plan that is not qualified under the Internal Revenue Code and therefore, is not subject to the Section 415 benefit limitations.

4) Are the benefits received under an excess benefit plan taxed differently? And if so, would an excess benefit plan increase the retiree's tax liability?

5) Can the period for determining the compensation used to calculate the 415 contribution limits be the 12 months preceding retirement, or must it be a specific 12-month period, such as the calendar year or fiscal year?

The Board directed Mr. Senn to notify TRS members of the potential problems that may result if they wait until they are ready to retire to purchase additional service and the impact on termination pay. Until further information can be obtained, the application of Section 415 will remain unchanged.

Retiree Working Full Time - OPI Ms. Keenan advised that there are proposed amendments to SB 296 which will exempt certain hard-to-fill positions within the Office of Public Instruction from participation in either the Teachers' Retirement System or the Public Employees Retirement System. This will affect the Teachers' Retirement System

in that TRS covered retirees will most likely be the applicants for these positions, due to the nature of the duties and experience requirements. It was the consensus of the Board that it would be poor retirement and public policy to allow retirees to return full time to positions that would normally be covered under TRS and continue to receive their full retirement benefit.

Legislation Mr. Senn reviewed legislation which he has been following during the session that effects the Teachers' Retirement System.

Family Law Orders Mr. Senn presented information regarding Family Law Orders (FLO) and how they will be affected by the Retirement System's housekeeping bill, HB 134. The bill, as amended, includes a provision which will require that a family law order direct the Retirement Board to review the FLO for compliance with TRS rules and regulations, prior to being a qualified FLO.

Legal Counsel Report - Vivian Hammill

Contested Case Hearings - Ms. Hammill reported on the status of contested case hearings. The Helena School District case is still being reviewed and we have yet to hear from the Hearings Officer. There has been no decision on the Rodney Blain case. Raymond Murray has hired an attorney who is obtaining documentation and may request a summary decision. In regard to the Douglas Giebel case, we received a decision from the Hearings Officer in the Board's favor. Mr. Giebel had thirty days from the date of the decision to file an appeal. He did not do so, therefore the case is closed.

Individual Petitions

Carol Juneau

Mrs. Juneau and her husband appeared before the Board. Mrs. Juneau contended that her increase in salary in excess of the 10% cap was a result of a change in position, and collective bargaining negotiations by administrators. Mrs. Juneau explained that she was the Director of the Stay-In-School program, and effective 1995-1996 school year, was hired as Director of Student Support Services.

Mr. Senn presented the staff's position that the increase over 10% would not qualify for an exemption because the change in position was due to a reorganization of the school district, which resulted in a promotion. In addition, since administrative staff are not covered under collective bargaining agreements, the negotiated salaries are not exempt. Mr. Senn stated that because the excess earnings were a result of a promotion, Mrs. Juneau's request should be denied. Mr. Cross moved to deny Mrs. Juneau's request for an exemption to the 10% statutory cap; Mr. Kranick seconded the motion which carried.

Havre Public Schools

In December 4, 1996, the Teachers' Retirement Board deferred action on Havre Public Schools' request for a refund of employee and employer contributions reported on in-district travel allowances. This request was tabled pending receipt of additional information from the school district and review by the System's actuary.

The System's actuary determined that the past practice of the district, which occurred over a long period of time and was reported as earned compensation for all members, had not had an adverse impact on the system. Therefore, Mr. Senn recommended the Board approve the use of in-district travel in the calculation of benefits reported in the past as earned compensation, pending the outcome of HB 134. Mr. Senn reported that Rick Floren and Havre Public Schools are agreeable to this action. Rick Stuber moved to approve the use of in-district travel in the calculation of benefits as recommended by Mr. Senn; Mr. Cross seconded the motion which carried.

Request to include "imputed" value of life insurance in earned compensation - Great Falls Public Schools

Mr. Williams, Superintendent, and Earl Lamb, Assistant Superintendent of Business, at Great Falls Public Schools advised they would be attending the February 21, 1997 meeting to appeal staff's decision that the "imputed" value of life insurance is not reportable as earned compensation. There was no further information presented by the District, and as they were not in attendance, Mr. Senn asked the Board to postpone action. Mr. Stuber moved to table action on this item; Ms. Oftedal seconded the motion which carried.

Other Business

Proposed Retirement Application and Brochures
Mr. Stuber moved to approve proposed Retirement Application and Brochures as submitted; Ms. Oftedal seconded the motion which carried.

Out-of-State Travel
Mr. Cross moved to approve Ms. Hammill's attendance at The National Association of Public Pension Attorneys annual convention in Monterey, California on June 25-27, 1997; Mr. Stuber seconded the motion which carried.

Request from the Certification Standards and Practices Advisory Council
Mr. Stuber moved to provide a list of teachers who have less than eight years of experience to Peter Donovan, of the Certification Standards and Practices Advisory Council; Mr. Kranick seconded the motion which carried.

Requirement for Notary on Electronic Fund Transfer Forms
Mr. Stuber moved to give staff discretion to waive the notary requirement on EFT forms if it creates a hardship on the retiree; Ms. Oftedal seconded the motion which carried.

Contract for Review and Editing Member's Handbook and Employer Reporting Instructions
Mr. Senn recommended the Board contract with Merle Korizek to review and edit the handbook and reporting instructions because of the number of changes made in legislation this session and other changes to make the documents more user friendly. The contract would not exceed $500.00. Mr. Kranick moved to approve this request; Mr. Cross

seconded the motion which carried.

Next meeting Dates
Mr. Stuber moved to approve the next meeting dates of May 9, 1997, and September 5, 1997; Ms. Oftedal seconded the motion which carried.

Financial Statements and Budget Reports
The financial statements, budget and investment, and travel reports were presented to the Board for their review.

Delinquent Agency Report - None

Update Board Member Policy Manual
The current Per-diem policy states that a public employee may not receive regular compensation and per-diem for the same time period. Therefore, if a board member is receiving regular compensation while attending the Board meeting, they may not also accept per-diem. However, if on annual leave or comp-time, per-diem will be paid. Mr. Cross asked Mr. Senn to draft a form for board members who are also public employees to sign, verifying each meeting that they are on comp-time or vacation.

Legislative Audit Report
Mr. Senn advised the Board that he had received the results of the annual Legislative Audit Report. The Teachers' Retirement System received "No Recommendation" on the report, as it has for the past ten years. Mr. Senn commended staff for their work in again achieving this recommendation.

Approval of Applications and Benefits
Regular, Survivorship and Adjustments - Mr. Cross moved to accept the regular retirement applications. Mr. Cross seconded the motion which was carried by the Board.

Disabilities
Chairman Cowan directed the meeting be closed at 11:30 a.m. since the individual's right to privacy of information pertaining to survivor and disability benefits outweighs the public's right to know. It was re-opened to the public at 11:50 a.m.

A. Linda James - Mr. Stuber moved to approve Ms. James' disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Deborah Anderson - Mr. Stuber moved to approve Mrs. Anderson's request to redeposit previous membership service, and her application for disability retirement. Mr. Cross seconded both motions which were carried by the Board.

Debbie Voyles - Mr. Stuber moved to table Ms. Voyles'

disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Russell M. Meade - Mr. Stuber moved to approve Mr. Meade's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Joyce Fox - Mr. Stuber moved to table Ms. Fox's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Rachel Foos - Mr. Stuber moved to approve Ms. Foos' disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Donna Bauxbaum - Mr. Stuber moved to approve Ms. Bauxbaum's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Elizabeth Murphy - Mr. Stuber moved to approve Ms. Murphy's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

Sherrie Archer - Mr. Stuber moved to approve Ms. Archer's disability retirement application. Ms. Oftedal seconded the motion which was carried by the Board.

After the meeting was re-opened to the public at 11:50 a.m., Mr. Warren asked the Board to approve a formal contract for Dr. McEvoy, who has been providing medical expertise regarding disability applications over the past several months. Mr. Cross moved to approve a formal contract for Dr. McEvoy; Mr. Kranick seconded the motion which was carried.

Adjournment
The meeting adjourned at 12:15 p.m.

J E Cowan

CHAIRMAN OF THE TEACHERS' RETIREMENT BOARD

David L Senn

EXECUTIVE DIRECTOR OF THE TEACHERS' RETIREMENT BOARD

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
02/01/1993	REG	N	DOVER, MARIAN P	LEWISTOWN	15.02			389.04	60
03/01/1993	REG	A	SHARROCK, FLOYD W	MISSOULA	10.71			244.13	60
07/01/1993	ERLY	A	KRAFT, DENNIS C	MISSOULA	11.00	33,310.20	1	816.16	55
08/01/1993	REG	N	VINGE, KENNETH A	HELENA	8.78			157.31	60
11/01/1993	DTH	A	HEIDNER, RHONDA A	LAUREL	14.22			555.66	36
07/01/1995	ERLY	N	BUTCHER, MARGARET ANN	DEER LODGE	10.31			288.46	55
10/01/1995	REG	N	MUDRO, WILLIAM A	BOULDER	8.00			102.33	60
03/01/1996	REG	A	BROWN, JERRY WAYNE	HAVRE	7.00	14,664.00	2	398.74	60
06/01/1996	REG	N	KNUTSON, ELNOR A	MILES CITY	10.00	360.00	2	257.44	61
06/01/1996	REG	N	LEPEL, RUTH	CULBERTSON	12.15	544.31	1	385.66	65
07/01/1996	ERLY	N	JAMES, (ALICE) LINDA MAR	KALISPELL	7.00			178.23	54
07/01/1996	ERLY	B	JUNEAU, CAROL L	BROWNING	19.81	957.88	2	711.99	51
07/01/1996	REG	B	EICHLIN, ARTHUR S	BILLINGS	16.00	20,540.02	1	1,225.31	60
07/01/1996	REG	B	FYANT, ARTHUR P	ARLEE	27.00	5,284.46	1	1,315.68	50
07/01/1996	REG	N	LUEBECK, ALFRED S	BUTTE	35.00	19,281.78	1	2,155.74	57
09/01/1996	REG	N	MOSSMAN, BEAL M III	BILLINGS	29.22	14,856.92	1	2,337.96	53
11/01/1996	ERLY	N	BERTSCHE, JON W	MISSOULA	9.55			208.73	50
11/01/1996	REG	B	BARKELL, VERNON D	LAUREL	25.11	5,730.00	3	1,535.52	47
12/01/1996	DIS	N	JASPER, BEVERLY ANN	ALBERTON	13.88			732.76	52
12/01/1996	DTH	A	JERABEK, CHARLES W	BILLINGS	15.00	6,445.00	1	840.57	57
12/01/1996	ERLY	N	NYE, NORMA J	DILLON	10.88			106.67	59
12/01/1996	ERLY	N	WETTERLING, LYNDA L	EAST HELENA	17.08	10,852.09	3	486.43	50
12/01/1996	REG	N	HARTNETT, MABEL A	HELENA	6.15	98.10	2	69.12	67
12/01/1996	REG	C	JONES, CAROLE C	BILLINGS	23.20	15,543.45	1	1,380.69	60
01/01/1997	ERLY	N	HARTMAN, ARTHUR L	ENNIS	24.54			998.52	50
01/01/1997	ERLY	N	KNOBEL, JERRY H	BILLINGS	23.05	12,500.00	1	996.54	50
01/01/1997	REG	A	COOK, FLORENCE MARIE	BUTTE	30.83	8,542.80	1	1,368.68	53

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
01/01/1997	REG	C	HARRINGTON, DANIEL W	BUTTE	35.41	16,092.09	1	1,824.10	58
01/01/1997	REG	A	HILTON, JEROLD A	DILLON	35.44	12,520.96	1	1,941.64	62
01/01/1997	REG	C	JONES, SANDRA L	BILLINGS	29.22	17,932.00	1	1,601.31	56
01/01/1997	REG	N	QUINLAN, VINCENT T III	BUTTE	25.43	24,720.03	1	1,863.17	53
01/01/1997	REG	A	WESTESEN, GERALD LEE	BOZEMAN	21.37	23,248.39	1	1,599.61	61

TOTAL APPLICATIONS	32
TOTAL TERMINATION PAY	264,024.48
AVERAGE TERMINATION PAY	8,250.77
AVERAGE MONTHLY BENEFIT	908.56
AVERAGE AGE	56
AVERAGE SERVICE	18.36

TEACHERS' RETIREMENT BOARD MEETING
May 9, 1997

Chairman Cowan called the meeting to order at 9:10 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
John Kranick
Rick Stuber
Sharon Oftedal
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

Martha Kennedy, Ulm School - Rodney Svee, Hardin Public Schools - Ben Lamb, Great Falls Public Schools - Cliff Roessner, Helena Public Schools - Shirley DeVoe, Helena Public Schools - Scott Regan, Crowley Law Firm and Gerry Geske, Missoula Education Coop

Approval of minutes for February 21, 1997.
Chairman Cowan asked for any corrections or additions to the minutes as submitted. Hearing no corrections or additions, Mr. Stuber moved to adopt the minutes and Mr. Cross seconded. The minutes will stand approved as submitted.

Approval of Agenda.
Mr. Stuber motioned to approve the agenda as distributed. Mr. Kranick seconded the motion. The agenda was approved as distributed.

Individual Petitions.
The board held a discussion as to whether the individual petitions were a hearing matter or if the individual petitions were a review process. Mr. Senn and Ms. Hammill offered an explanation of the difference between a formal hearing process and a board review. Mr. Stuber asked if the process was to be a hearing or a review. They explained that the process was to be a review of the staff's decision on the individual petitions and that the individual petitioner's were being offered the opportunity to present their arguments. Also, it was an informal process that allowed the Board to ask questions of the petitioner and the staff and make a decision.

Rodney Svee - Mr. Senn offered a summary of the first petitioner, Mr. Rodney Svee. The issue is whether salary reported to the Teachers' Retirement System for insurance should have been reported or not. Teachers' Retirement System staff also found that unused vacation and transportation monies had been reported to the Teachers' Retirement System as income. Staff refunded the employee and employer contributions paid to the school district on more than $97,500.00 reported in error as earned compensation. A spreadsheet showing a breakdown of the amounts was included in the Board packets, as well as other materials detailing Mr. Svee's dispute with staff's position. Mr. Svee also requested that Teachers' Retirement System pay interest on the monies refunded to the school district for the employee and employer contributions. Mr. Senn explained that it was not the Board's policy to pay interest on any contributions paid to Teachers' Retirement System in error and advised the Board that if Teachers' Retirement System were to pay interest, it would create some problems in that we would have to determine how to report the interest income to the IRS.

Mr. Svee then addressed the Board, thanking the Board and staff for the consideration that he has received in this matter. Mr. Svee distributed copies of a statement with attached Exhibits A-D to the Board members, staff and counsel. Mr. Svee explained that the money paid to him for insurance purposes is paid to him separately and in one lump sum as the life insurance premiums are due on an annual basis. Mr. Svee explained that nothing in his contract states that he has to purchase life insurance and that the money can be used for any purpose. He has an arrangement with the school district so that the money is paid to him separately when the life insurance premiums are due, however stated that the money could be turned back into regular salary at any time. Mr. Svee pointed out that there has never been a case where there have been payments for life insurance made directly by the employer. The money has always been paid to Mr. Svee and then he has paid the premiums.

Vivian Hammill, counsel for Teachers' Retirement System, asked Mr. Svee questions to clarify that the money could be spent for any purpose and that it did not have to purchase life insurance. Mr. Svee responded that the money the school district pays him does not cover his life insurance premiums fully and that he would be free to spend the money on anything he chooses.

Counsel suggested that we look at this issue more fully and bring it before the Board again in September. Mr. Svee stated that he isn't planning to retire at this time, so he doesn't have a problem with tabling the issue until September. Mr. Cross moved to table the issue until the September Board meeting, Mr. Kranick seconded the motion. Mr. Stuber dissents. Motion was carried.

Great Falls Public Schools - Mr. Senn presented a summary of the petition before the Board. The issue is the imputed value of life insurance paid by the school district. The district's contracts with administrators provide that the district will purchase life insurance with a value of up to four times the salary amount. If the life insurance exceeds

$50,000.00, under the rules of the Internal Revenue Service, there is a formula that is used to determine the taxable value that is called the imputed value. Staff reviewed what was reported and reviewed the terms of the contract and feels that the imputed value is a direct employer paid benefit and should not be reported to the Teachers' Retirement System as compensation.

Mr. Ben Lamb represented the Great Falls Public Schools. Mr. Lamb stated that life insurance applied to administrative staff only and that they have been paying on the imputed value since 1982. Mr. Lamb explained that they were advised by Teachers' Retirement in 1982 that this could be done and that they have been doing it since that time.

Mr. Senn recommended that Teachers' Retirement System go back and recalculate all of the retirements affected by this issue and that the employer and employee contributions be refunded to the district, less the actuarial cost to fund any enhanced benefits that have been received by members that have already retired with the imputed value amounts reported as salary. Counsel agreed with Mr. Senn. Chairman Cowan suggests that Mr. Svee's argument regarding the interest on incorrectly reported monies would also apply to this matter. Counsel states that she will further review the issue of interest.

The meeting was recessed at 10:00 A.M. for the official signing of House Bill 134 at the Governor's office.

The meeting reconvened at 10:25 A.M.

Discussion resumed on the Great Falls Public Schools issue. Counsel advised that the imputed value is clearly not remuneration for services and that the district is not going to be penalized as TRS is going to refund the money. Counsel advised the Board to adopt Mr. Senn's recommendation on this matter.

Mr. Lamb again stated that this applied to administrators and that there was no choice in the matter, that the district purchased the life insurance in an amount equal to four times the administrator's salary and that this is part of the salary package. There is no option. Mr. Senn asked Mr. Lamb if there were other school districts that had this same requirement. Mr. Lamb stated that he believed that there were at least two other districts. Mr. Stuber moved to accept the recommendation of Executive Director. Ms Oftedal seconded. Mr. Kranick abstained because of his involvement in the situation in the past. Motion was carried.

School District #85, Ulm - School District #85, Ulm was represented by Martha Kennedy. The issue for this petition is the $1,500.00 health insurance allowance given to district employees for the past ten years in lieu of a health insurance plan. Beginning with the 1995-96 school year, the district decided to offer a health plan and has grand fathered those individuals that had been in the district and were receiving the $1,500.00 who didn't

want to participate. Now that Ulm does have an insurance plan, those individuals currently receiving the $1,500.00 allowance can opt into the insurance plan but cannot opt back out. New employees cannot opt to receive the $1,500.00 allowance.

Ms. Kennedy explained the position of the school district and the decision to grandfather those receiving the $1,500.00 allowance and that employees deciding to opt out of the $1,500.00 allowance and into the health plan could not opt back out. Ms. Kennedy also explained that new employees do not have a choice and must select the heath plan. After discussion by the Board, Mr. Stuber motioned to grandfather current employees. Mr. Cross seconded the motion. Motion carried.

Executive Director's Report. Renew Contract for Actuarial Services - Mr. Senn recommended renewal of the contract for the actuary. Mr. Senn explained that the contract is a two-year contract and will expire on June 30, 1997. Mr. Stuber moved to renew the contract and Mr. Kranick seconded. Motion carried.

Mr. Senn also explained the RFP process for an audit for compliance with federal regulations and asked the Board members how closely they would like to be involved in the RFP process. It was decided that the Board did not need to see the RFP but that the Board would like to see the proposal and make the selection. Mr. Stuber asked that the Board be provided with the recommendations for changes made by the party doing the audit.

Updated Board Member Policy Manual - Mr. Senn explained that we had made changes to the Policy Manual to reflect changes in legislation that was passed this last session. Most changes dealt with changes in lodging and meal rates and removal of the Superintendent of Public Instruction from the Teachers' Retirement Board and replacing that position with a classroom teacher. Mr. Stuber asked if the revision date could be placed on the front of the manual. Mr. Stuber also asked that a section be added to the manual that dealt with hearings or reviews so that the Board members would know what the basic protocol was to be, or a framework for the process. Mr. Stuber is concerned that the Board be consistent and that the Board and the petitioner know what to expect for each petition.

Mr. Stuber moved to approve the Board Member Policy Manual and to allow the Board members to sign the per diem form one time per year, rather than at each board meeting. Mr. Cross seconded the motion. Motion carried.

The Board asked about the form that had to be submitted to the Commissioner's office that needs to be filled out once per year. Mr. Senn advised that we would obtain and complete the form for the November board meeting.

Legislative Wrap-Up - Mr. Senn stated that 1,088 bills were introduced this session and that 615 passed the legislature, 10 were vetoed by the governor and three of the vetoes,

to-date, have been overridden. Mr. Senn offered a summary of the bills affecting Teachers' Retirement System.

IRC 415 Contribution Limits - Mr. Senn stated that we had distributed a bulletin regarding the impact of the contribution limits to all organizations representing members and asked that the bulletin be included in their next newsletter. Follow up information will be presented at the September meeting.

Uniform Pension Act by the National Conference of Commissioners on Uniform State Laws - Mr. Senn stated that there was documentation regarding this issue attached to the Board packet from Cindie Moore, counsel for Washington NCTR.

Family Law Orders - FLO's were received and approved for Mark Wanner and Larry Lehman during the last quarter.

Legal Report.
Other Legislation - Legal Counsel, Vivian Hammill, reported on other legislation that was introduced this session that would increase the liability of public employees and board members. Summaries of those bills were attached to the Board packets.

Disability Recipient's Tax Status - Ms. Hammill also reported on the tax status of disability recipients and noted that a copy of an article from the National Association of Public Pension Plans Attorney's Newsletter was attached to the Board packet. The article gave information that closed a loophole for disability recipients. Ms. Hammill stated that we may want to review our practice, and consider changing disability recipients to retirees at age 65 because of the tax implications. Ms. Hammill is going to ask the Department of Revenue attorney to review this matter and will report at the next Board meeting.

Contested Cases -
Helena School District #1 - Health Insurance Included in Administrators' Compensation - Ms. Hammill advised the attorney for the district had written the hearing officer asking when a decision would be rendered and that she had received a message yesterday from Norm Peterson's office that the decision should be out next week.

Rodney Blain - Retirement Effective Date - Ms. Hammill stated that the case is still under submission and she didn't know when we would get a decision on this case.

Raymond Murray - 10% Cap - Mr. Murray's counsel's brief was due last Friday and Ms. Hammill had been advised that the brief would be sent to her and that should would have it next Tuesday. Ms. Hammill stated that she and Mr. Senn would be working on our response to that brief this month.

Other Business. Interest Rate Paid on Member Accounts - Mr. Senn stated that the Board is required to annually set the rate paid on members accounts. The current rate is

5.5 percent and Mr. Senn called the Board's attention to the attached reports and recommended that the rate be continued at 5.5 percent for the next fiscal year.

Mr. Cross moved to leave the interest rates at the current 5.5 percent and Mr. Kranick seconded. Motion carried.

Next Meeting Dates - The proposed dates for the next two meetings are September 5, 1997 and November 21, 1997.

Mr. Stuber moved to accept the dates, Mr. Cross seconded. Motion carried.

NCTR Annual Convention - September 28 - October 2, 1997, Philadelphia.
Mr. Senn, Ms. Oftedal and Mr. Cross are scheduled to attend. Mr. Stuber moved to send the Board members as per the schedule. Ms. Oftdahl said that she would not be able to attend. Mr. Stuber is the next Board member on the list. Chairman Cowan recommended that the Board send three Board members to the conference. According to the schedule, Mr. Cross, Mr. Stuber and Mr. Kranick would attend. Mr. Kranick said that his term was up in July and that he may not be able to attend if he was not reappointed.

Mr. Kranick moved to send three board members and the Executive Director to the conference, Mr. Cross seconded. Motion carried.

Personnel Committee Report - Mr. Cross reported that the committee met prior to the meeting at 8:30 and that a decision was made to propose an upgrade of the Director's position. The Board is going to submit a letter to the Director of the Department of Administration requesting that the Executive Director's position be upgraded. The Executive Director will also review other positions and possibly recommend classification changes. Mr. Cross moved that the Board submit to the Director of the Department of Administration the Board's findings that the classification of the Executive Director position should be Career Executive Assignment, Grade 20, and instruct the Executive Director to review all the positions in the agency that are, in his opinion, classified incorrectly, and submit any changes as warranted. Mr. Stuber seconded. Motion carried.

PRISM Conference Report and Imaging Update - Rod Sheppard returned from the PRISM conference in Scottsdale, Arizona, the day before the meeting and reported on the events of the conference. Mr. Sheppard reported that the major trend is "doing more with less." This is accomplished by using the Internet, voice response units, customer service and automated systems. He also stated that the best investment that an agency can make is in training or retaining their own staff, and that training and retraining pays for itself ten times over.

Mr. Sheppard also reported that the RFP for a vendor for the imaging project is underway and that the contract should be awarded by July 15, 1997, and that it would be beneficial for staff to travel out-of-state for on-site observation of other imaging systems.

Mr. Kranick moved to allow out-of-state travel for two staff members for the purpose of on-site observation of imaging systems. Ms. Oftedal seconded. Motion carried.

The meeting was recessed at 12:15 for lunch.

The meeting reconvened at 1:25 P.M.

Financial Statements, Budget and Delinquent Agency and Travel Reports - Mr. Senn called the Board's attention to the reports attached to the Board packets and to the Investment Policy Statement. Mr. Senn also called attention to the Board of Investment Conference information that was mailed separately to the Board. The Conference is scheduled for May 29, and Mr. Senn asked that the Board members let him know by May 26 if they would be attending so that places could be reserved.

Approval of Applications and Benefits. Mr. Cross moved to approve the regular survivorship and adjustments. Mr. Kranick seconded. Motion carried.

Election of Officers. Mr. Kranick moved to nominate Mr. Cowan for Chairman of the Board. Mr. Cross seconded. Motion carried. Mr. Cowan was reelected as Chairman by unanimous vote.

Mr. Kranick was chosen as vice-chairman by unanimous vote. Chairman Cowan suggested that a first and second vice-chairman be elected, as Mr. Kranick's term on the Board expires July 1, 1997. Mr. Cross nominated Mr. Stuber as second vice-chairman. Chairman Cowan entertained motions that the nominations be closed and since there was only one nominee for each position, that the nominees be elected by acclamation. Motion made by Mr. Cross and seconded by Mr. Kranick. Motion carried. Vote was unanimous.

Disabilities. The Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to survivor and disability benefits clearly exceeds the merits of public disclosure.

> Joann Lucan - Mr. Stuber moved to approve the disability application. Mr. Cross seconded the motion that was carried by the Board.
>
> Denise Featherstone - Mr. Stuber moved to deny the disability application. Ms. Oftedal seconded the motion that was carried by the Board.
>
> William Bodine - Mr. Stuber moved to table Mr. Bodine's disability pending receipt of additional information. Mr. Cross seconded the motion that was carried by the Board.
>
> Debbie Voyles - Mr. Stuber moved to approve the disability application. Mr.

Cross seconded the motion that was carried by the Board.

Gerald Geske - Mr. Geske withdrew his disability application during the Board meeting.

Mr. Stuber requested that we approve the disability reviews for Davis, Madden and Anderson. Mr. Cross seconded the motion. Motion carried.

Mr. Senn drew the Board's attention to the information that was passed out regarding Ms. Juliette Crump. Ms. Crump was questioning Teachers' Retirement System policy on purchase of out-of-state service. Ms. Crump has not responded to Mr. Warren's last letter, but she did request that copies of her letter be provided to the Board.

Mr. Senn brought the Board's attention to the annual report and the information from MEA that had also been distributed.

Meeting adjourned at 2:00 p.m.

Chairman

Executive Director

Montana Teachers' Retirement System
TRS Retirement A[redacted]ions

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1982	REG	N	MAHLSTEDT, PATRICIA M	GLENDIVE	31.00			815.43	50
03/01/1993	REG	N	ALEXANDER, ARCHIBALD S	BOZEMAN	9.41			420.90	60
01/01/1994	REG	A	CASSEL, INEZ T	BOX ELDER	7.77			256.77	60
07/01/1995	DIS	N	MEADE, RUSSELL M	HARLEM	6.00			615.86	51
07/01/1996	DIS	N	JAMES, LINDA (ALICE) MAR	KALISPELL	7.00			575.18	54
07/01/1996	ERLY	N	NEWMAN, JOAN	MISSOULA	10.20			358.74	51
07/01/1996	REG	B	CUSHING, MARLENE A	BILLINGS	33.56	14,011.65	1	2,130.65	60
12/01/1996	DIS	A	ARCHER, SHERRIE RAE	BILLINGS	22.86			1,171.53	48
01/01/1997	DIS	N	FOOS, RACHEL A	POPLAR	9.11			674.72	45
02/01/1997	REG	A	BEKKER, IRENE M	HAVRE	25.20	7,890.60	1	1,277.53	57
02/01/1997	REG	N	DUNNWEBBER, MARIAN C	ARLEE	39.80			1,797.11	59
02/01/1997	REG	N	HALGREN, VIRGINIA G	WEST GLACIER	16.00	3,847.50	1	652.62	60
02/01/1997	REG	A	NEWMAN, ROSEMARY K	BOZEMAN	24.32	22,622.55	1	1,740.77	68
02/01/1997	REG	A	SLOVACEK, JOSEPH G	BUTTE	30.88	16,091.20	1	1,434.95	58
02/01/1997	REG	A	TOOTHAKER, JULIE L	HELENA	25.21	18,004.33	1	1,486.26	53
03/01/1997	DIS	A	ANDERSON, DEBORAH A	HELENA	6.67			434.53	37
03/01/1997	ERLY	N	HILL, RICHARD J	EAST HELENA	20.11			994.89	50
03/01/1997	ERLY	N	WITT, JULIE D	WHITE SULPHUR SPRING	21.89	1,778.02	3	754.90	50
03/01/1997	REG	N	SKOGLEY, EARL O	BOZEMAN	38.88	42,476.00	1	4,468.88	63
04/01/1997	DIS	N	MURPHY, ELIZABETH K	KALISPELL	5.55			185.71	49
04/01/1997	DTH	A	TUSZYNSKI, ALLISON	KILA	19.73	3,261.00	1	200.00	15
04/01/1997	DTH	A	TUSZYNSKI, MICHAEL JR	KILA	19.73	3,261.00	1	200.00	17
04/01/1997	DTH	A	TUSZYNSKI, SUSAN	KILA	19.73	3,261.00	1	825.83	45
04/01/1997	REG	A	TIGERT, ROGER S	MISSOULA	12.00			187.34	60

TOTAL APPLICATIONS	24
TOTAL TERMINATION PAY	136,504.85
AVERAGE TERMINATION PAY	5,687.70
AVERAGE MONTHLY BENEFIT	985.88
AVERAGE AGE	51
AVERAGE SERVICE	19.28

TEACHERS' RETIREMENT BOARD MEETING
September 5, 1997

Acting Chairman Kranick called the meeting to order at 9:00 a.m. in the office of the Teachers' Retirement System. Those present were:

John Kranick, Acting Chairman
E. Joseph Cross
Rick Stuber
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

Rodney Svee, Hardin Public Schools - Tom Bilodeau, MEA - Ben Lamb, Great Falls Public Schools - Cliff Roessner, Helena Public Schools - Amy Sassano, Governor's Budget Office - Terry Cosgrove, Crowley Law Firm - William Bodine, Disability Applicant and Charles Christianson, Disability Applicant

Approval of Agenda.
Mr. Kranick suggested that the agenda be approved with the addition of the Philadelphia trip. The Philadelphia trip was added to Section VI. Other Business. Mr. Stuber moved to adopt the agenda with the addition. Mr. Cross seconded the motion. The agenda was approved.

Approval of Minutes for May 9, 1997.
Acting Chairman Kranick asked for approval of the minutes from May 9, 1997. Mr. Stuber moved to approve and Mr. Cross seconded. The minutes will stand approved as submitted.

Executive Director's Report. Federal Compliance Review - In response to our request for information we received proposals from the following:

Ice, Miller, Doniado, & Ryan
Moran, Lewis & Bockius
Steptoe & Johnson
Groom & Nordberg
Milliman & Robertson

Mr. Senn recommended the contract for compliance review be awarded to Ice Miller. Mr. Stuber moved to approve Ice Miller and Mr. Cross seconded. Motion passed.

Classification of Staff Positions - Mr. Senn explained he had gone through the classification process for his position and two other positions. Mr. Senn's position was reclassified from an 18 to a 19, but he feels that the classification bureau ignored some very pertinent information. There are some questions about the other positions as well.

Vivian Hammill wrote a memo stating her legal opinion. In her opinion, the legislation passed this last session, HB 169, gives the Board the statutory authority to classify all of the positions they hire within the state's system. The state system requires the Board to have someone that is qualified in benchmark factoring to classify individual positions.

Two qualified classifications experts were contacted; John Nugent and Frank Graham. The qualifications of each were briefly outlined. Mr. Nugent charges $100 per hour for desk audits and $50 per hour to write the classification. Mr. Graham charges $50 per hour for the desk audits and $30 per hour to write the classifications. Mr. Cross moved to hire Mr. Graham, Mr. Stuber seconded the motion. Motion passed.

IRC 415 Contribution Limits, Nondiscrimination Rules & Uniform Pension Law - Mr. Senn reported that the 415 contribution limits and some other areas were corrected by Congress during the summer and those laws have been signed by the President. Congress also established a permanent moratorium against enforcing the nondiscrimination rules against public pension plans.

The Uniform Pension Law was adopted by the Commissioners on Uniform State Laws with the goal to establish consistency between states in reporting, pension administration, and information available to members. This suggested law also creates a personal liability for board members and key staff. The state could not indemnify a board member or a key staff member if there was a claim made. Ms. Hammill said that she had attended a conference where there was a lot of debate about adopting the law the way it is currently written and she doesn't think that most states will adopt the law.

Tax-deferred Contribution to Purchase Additional Service - Mr. Senn asked the Board how they felt about a possible amendment to allow TRS to accept a tax-deferred contribution to purchase additional service, rather than only after tax dollars. It would be a mandatory contribution, once an individual had signed up for the payroll deduction. It could only be changed by termination of employment. The Board agreed that Mr. Senn should do some further investigating.

Report on Legislative Interim Retirement Committee - Mr. Senn reported that he had been asked to serve on a committee for the interim committee to review RFP's for a consulting actuary. The proposals are due the 15th of September. The committee wants to hire an actuary that will evaluate the desires of the public employees in the state, evaluate the options that are available, and give them options to implement a new PERS.

Mr. Kranick asked that the visitor present introduce herself. Ms. Amy Sassano, the TRS

Governor's Budget Analyst, introduced herself.

MSU Retired Teachers - Legislative Audit Results - Mr. Senn reported that at our request the legislative auditors look at salaries reported by the University System. Mr. Senn said that the auditors found that some who were planning to retire were signing a letter of agreement to increase their salary by 10% in exchange for a promise to retire. Mr. Senn questioned whether the amount above the normal salary increase would be termination pay. Another area of concern was the amount of time that a retiree had worked. Follow up will be done to determine if these contracts include termination pay.

Family Law Orders - FLO's were received and approved for Ronald Scott, Oliver Rolfe, Gordon Chamberlain, Robert Figgins and Donald Wetzel.

Individual Petitions.

Rodney Svee - Mr. Svee stated that he is back again with the same petition that was presented to the Board in June. Staff has reviewed the matter again and presented all new material to the Board. Mr. Svee presented the Board with some additional documentation from Eric Torske, School Board Chair. Mr. Svee said that his position has not changed. Mr. Senn reminded the Board that the original issue was that the amount reported was higher than the contract salary. The additional amounts included life insurance premiums, vacation time and travel time. Mr. Senn asked what amount had been reported to OPI in their annual salary surveys. Mr. Svee said that he didn't know, as the clerk handled that.

Mr. Stuber said that he doesn't feel that there is any doubt that this is a fringe benefit, based on the language in the contract. Mr. Svee said that the school district doesn't own the life insurance policy that this money is used to purchase, so it should be considered salary. Mr. Svee said that the school district has a claim on any unearned portion of this money that has already been paid out at the time of his death. Mr. Stuber moved that the Board deny Mr. Svee's request. Mr. Cross asked that Ms. Hammill give the Board some guidance on this matter.

Ms. Hammill said that the contract language was bad and that the court would probably not look to outside evidence to interpret the language in the contract. She said that without Mr. Svee's testimony to the contrary, the contract language does not support Mr. Svee's position. She also stated that Mr. Svee's remedy might lie with the people who wrote the contract and not the Teachers' Retirement Board. Mr. Cross seconded the motion previously made by Mr. Stuber to deny Mr. Svee's request, motion carried.

Mr. Svee asked if both issues were denied. Mr. Senn clarified that the other issue was the interest and counsel has recommended that we pay interest on the amounts reported in error. Mr. Cross moved that the interest be paid and Mr. Stuber seconded, and the motion carried. Mr. Svee asked if, when he appealed, he needed to appeal all issues and if he needed to appeal to District Court. Ms. Hammill advised that Mr. Senn would send him a

letter that explained the appeal process under the Montana Administrative Procedure Act and that it would go to a hearings officer first.

Mr. Senn asked for clarification on the issues to be appealed, stating that the only issue before the Board was the contract language regarding the 12% of salary for insurance. There is no debate or disagreement regarding the vacation and travel allowance. Mr. Svee said that there is debate on the travel allowance, that he would not have raised the travel issue, but he will now.

Mr. Svee asked Ms. Hammill which format the appeal would follow and if he would have right of discovery. Ms. Hammill said that the appeal will follow the Montana Administrative Procedure Act and asked if the travel was on the last Board agenda. If not, the travel would be a new issue and would have to be presented to the Board first, before it could be appealed. Mr. Svee again asked if he would have right of discovery. Ms. Hammill stated that under the Montana Administrative Procedure Act, he would have right of discovery when the issue was taken in front of the Hearings Officer, but that it is limited to what the Hearings Officer will allow. Mr. Svee thanked the Board and staff and assured them that these were issues and not personal matters. Mr. Svee said that he will be appealing the travel and will go to the next level on the life insurance. Mr. Kranick thanked Mr. Svee for his appearance.

Mr. Senn suggested that we move on to the Legal Counsel Report as the meeting was running ahead of schedule and the parties representing Frank Loehding and Great Falls Public Schools have not arrived yet.

Legal Counsel Report.

Department of Revenue - Re: Taxation of Disability Benefits After Age 60 - Ms. Hammill stated that she has been trying to obtain a written memo from the Department of Revenue. The question is do we have a state statute that mandates that we convert disability retirees to regular retirement at age 60. TRS does not and we also don't make a distinction in our system where disability may be higher if it is service related, so this tax problem doesn't relate to us. There may be some tax credits for a person that is on disability that would be lost if they converted to regular retirement. Ms. Hammill said that we are currently handling these cases correctly.

NAPPA Conference - Ms. Hammill reported on the main topics of the conference, investment and conflicts of interest.

Contested Cases - Helena School District #1 Health Insurance Included in Administrators' Compensation - This case was won and Helena School District has petitioned the District Court to overturn the Hearing Officer's decision. TRS filed opposition in District Court and we are awaiting Judge Jeffery Sherlock's decision in this case.

Rodney Blain - Retirement Effective Date - Ms. Hammill said that she was told by the

Hearing Officer about two weeks ago that we would have the decision in about six weeks.

Raymond Murray - 10% Cap - The hearing officer on this case and the previous case are the same. The Hearing Officer has moved into a different position that puts her on a board with Mr. Murray, so she has issued an order removing herself from the case. An order appointing a new Hearing Officer in the Murray case should be issued in the next several weeks.

The meeting was recessed at 10:15 A.M. for a morning break.

The meeting reconvened at 10:30 A.M.

Mr. Senn requested a discussion regarding what constitutes a quorum and how voting should be handled with such a small Board. Ms. Hammill related some of the discussion that was had yesterday regarding voting on the Great Falls School District issue. Ms. Hammill reminded the Board that we follow Roberts Rules of Order and our statute says that a quorum is three people and Roberts Rules says that it has to be a majority of the voting members present in order for a motion to carry. Ms. Hammill checked with chief counsel on this interpretation of Roberts Rules and was told that her interpretation was correct. If only two members out of the three voted, it is still enough to pass a motion under Roberts Rules.

The meeting resumed with the Individual Petitions.

Individual Petitions.

Great Falls Schools - Request for Reconsideration - Mr. Senn gave a summary of the case. Mr. Senn stated that we have attempted to calculate the cost to the system, but that he would like to check with the actuary to make sure that the calculation was correct before final arrangements are made.

The District has been reporting the imputed value of life insurance since 1983. The District has asked the Board to reconsider the previous decision based upon a letter that was written in 1982 by the attorney for the Teachers' Retirement Board at that time, Valencia Lane. Ms. Lane determined, in her opinion, that imputed value was included in the definition in 1982 as it was written at that time. In the 1983 session proposed legislation was passed that changed the definition to clarify that imputed value was not reportable as earned compensation.

Since 1983, we have collected $47,000.00 in employee and employer contributions, and the actuarial cost of net employer contributions is about $133,000.00. These numbers do not include interest. The $133,000.00 would be somewhat less after we backed out the actuarial cost for those people that had retired in 1983. The net amount due to TRS will be a little over $200,000.00.

Mr. Lamb said that they have the letter instructing them to include the imputed value of the life insurance and that they have nothing in their file that says that the law was changed. The chairman of the TRS Board at that time was from Great Falls. Mr. Lamb said that he has contacted this individual and he does not remember that there was ever a change. Mr. Lamb disagrees that the system has been harmed, stating if they had not included the life insurance, but had given these people raises of this amount, with the exception of the last one or two years, it would have been no more than what an annual raise would be.

Mr. Lamb said that we were back to the fact that he had asked for reconsideration because they were instructed, in writing, to use the imputed value of the life insurance. Mr. Lamb said that they have nothing in writing that says that they were told to stop using the imputed value. Mr. Senn explained the law was changed in 1983, and that the next handbook printed noted the change in the statute.

Mr. Cross said that he didn't feel comfortable making a decision until we had the numbers confirmed by the actuary and moved to table this issue until the November Board meeting. Mr. Stuber seconded. Motion passed.

Frank Loehding - Insurance Included in Compensation - Mr. Loehding was represented by Mr. Terry Cosgrove. Acting Chairman Kranick introduced the Board to Mr. Cosgrove. Mr. Cosgrove stated that he was here regarding the ongoing issue of how compensation is defined for TRS. Mr. Cosgrove said that their position is that compensation is defined as what Mr. Loehding was paid and all salary should be included for purposes of calculating Mr. Loehding's retirement. Mr. Stuber asked if we had a copy of the school board minutes that stated that health insurance would be considered salary. Mr. Cosgrove said that he only had a copy of the contract showing Mr. Loehding's salary. Mr. Senn said that he had a letter of explanation from the clerk.

Mr. Cross moved to disapprove the amount above what the other teachers in that district are receiving. Mr. Stuber seconded. Motion passed.

Other Business.

Next Meeting Dates - November 21, 1997, and February 20, 1998 - Mr. Stuber moved to approve the next meeting dates. Mr. Cross seconded. Motion passed.

Mr. Senn stated that there would be three new board members appointed by the Governor's office and recommended that we have a new board member orientation on the afternoon of November 20, 1997. Mr. Cross moved to approve a new member orientation. Mr. Stuber seconded. Motion passed. Mr. Senn invited all Board members to let him know of any items that they felt would be beneficial to the new Board members.

Board Policy Manual - Mr. Senn noted the changes to the Board Policy Manual, especially the changes in travel and administrative rules. A section has also been added regarding hearings. Mr. Stuber moved to approve the changes and Mr. Cross seconded. Motion

passed.

Economic Experience Study - Mr. Senn explained the study and that, on a national level, TRS fell about in the middle of where other pension plans were as far as investments. The actuary is also comfortable with where we were at. The report recently arrived and staff has not had adequate opportunity to review the report. A more complete report will be given at the next Board meeting. Mr. Stuber commented that this was a good report and contained good information.

NCTR Conference in Philadelphia - Acting Chairman Kranick said that he was to attend this conference if he was reappointed to the Board, but since he was not reappointed, this leaves an open slot for the conference. The reason that the Board had decided to send three members was to get more members exposed to a national convention and the information that is available. Mr. Senn suggested that we look at attending a second conference, sending another member of staff and another Board member, alternating conferences. He recommended that we send one staff member and two board members to NTCR one year and one staff member and one Board member to another conference. The next year we would send one staff member and one Board member to NCTR and one staff member and two Board members to another conference. Mr. Stuber recommended that we just send two Board members to NTCR this year. Mr. Cross asked that the wording on the motion from the last meeting to send three Board members to NTCR conference be checked. Mr. Senn read the section from the minutes of the last Board meeting stating that three Board members be sent to NTCR. The Board asked if a motion was needed to send three Board members to different conferences. Mr. Senn said that the recommendation of Chairman Cowan at the May, 1997, meeting could stand, but that the three members would be attending two different conferences.

Governor's Appreciation Award for Excellence in Performance TRS Nominee - Janet Cooper - Acting Chairman Kranick asked if Ms. Cooper was present. Mr. Senn introduced Ms. Cooper. Mr. Stuber said that he would like to recognize Ms. Cooper and congratulate her. Acting Chairman Kranick said that Ms. Cooper was a hard working lady and that the Board appreciates her efforts. Mr. Senn said that he receives a lot of positive comments from the people that Janet has worked with over the years and that staff felt that she was most deserving of the award. Mr. Senn said that the entire staff does an excellent job which allows us to serve the members and provide them with the information that they need to assist them in planning for retirement. Mr. Senn said that he would like to take this opportunity to say "thank you" to the staff.

Financial Statement, Budget, Delinquent Agency and Travel Reports - Mr. Senn explained that the financial reports for Teachers' Retirement System for June 30, 1997, and July 31, 1997, had been provided to the Board. Mr. Senn said that the post closing June 30 statement were still in the works and that we were waiting for information from the actuary and the Board of Investments.

Mr. Senn proposed that at the next Board meeting we bring a revised budget to the Teachers' Retirement Board for the current fiscal year, 1997-98, and that in the future the Board adopt it's budget on an annual basis, since we are no longer under the budget system and subject to legislative appropriation, Mr. Senn said that we would be able to do a much better job of budgeting and setting the budget on an annual basis.

Safety Committee - Staff Report - A report from Tammy Rau, Safety Committee representative for TRS, was provided to the Board. Mr. Senn explained that employers are now required to maintain a safe working environment, so it is very important that TRS comply with those laws.

Document Imaging Project - Staff Report - Rod Sheppard explained the committee and the RFP process to locate a vendor. The award will go out next week to the selected vendor. Mr. Sheppard outlined the tentative schedule for implementation.

Personnel Committee Report - Mr. Cross stated that the personnel committee had met this morning, prior to the regular Board meeting, and had gone over the performance appraisal for Mr. David Senn, Executive Director. Mr. Cross said that he had replies from all of the Board members and all were in concurrence that Mr. Senn does a good job and the overall rating was exceptional.

The meeting was adjourned for lunch at 11:50 A.M.

When everyone returned from lunch, cake was served in honor of Mr. John Kranick's retirement from the Teachers' Retirement Board.

The meeting reconvened at 1:20 P.M.

Disabilities.

The Acting Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to disability benefits clearly exceeds the merits of public disclosure.

The meeting was reopened to the public.

> Charles B. Christianson - Mr. Cross moved to approve the disability application. Mr. Stuber seconded the motion that was carried by the Board.
>
> Charles Bostrom - Mr. Cross moved to disapprove the disability application. Mr. Stuber seconded the motion that was carried by the Board.
>
> Suzan Lord - Mr. Cross moved to table the disability application. Mr. Stuber seconded the motion that was carried by the Board.

Pamela Thomas - Mr. Cross moved to disapprove the disability application. Mr. Stuber seconded the motion that was carried by the Board.

Joyce Fox - Mr. Cross moved to approve the disability application. Mr. Stuber seconded the motion that was carried by the Board.

Kathleen Hawley - Mr. Cross moved to disapprove the disability application. Mr. Stuber seconded the motion that was carried by the Board.

William Bodine - Mr. Cross moved to table his disability application. Mr. Stuber seconded the motion that was carried by the Board.

Mr. Stuber moved to discontinue the disability review for JoAnn Lucan. Mr. Cross seconded the motion. Motion carried.

Approval of Applications and Benefits.

Regular, Survivorship and Adjustments - Mr. Cross moved to accept the report as submitted to the Board. Mr. Stuber seconded. Motion carried.

Retiree Status Report - Staff Report - Mr. Senn reminded the Board that some time ago the Board had decided to have a private company run our current recipients against their death list. Karla Scharf has compiled the results of that contract with CompServe, Inc. The report shows that there is 67 possible discrepancies, where we were paying people and they had matches on their death records. Not all 67 were valid. The report provided to the Board shows the valid matches and in most cases we have recovered the money. Mr. Senn said that there was one notable case, Edythe Blaine, where there is $14,000.00 due. This is a case of forgery and charges have been filed against Ms. Blaine's son.

The Board and staff thanked Mr. Kranick for his contribution to the Board and wished him well.

The meeting adjourned at 2:30 P.M.

Stuber

Chairman

David L Senn

Executive Director

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
01/01/1987	ERLY	N	RYAN, NANCY M	FLORENCE	10.52			97.00	50
05/01/1987	ERLY	N	TODD, JOANNE C	GARDINER	15.00			133.72	50
10/01/1992	REG	A	TALBOT, JAMES L	MISSOULA	6.00			193.80	60
08/01/1995	REG	A	URBANIAK, BEVERLY J	FORSYTH	19.31			492.80	60
02/01/1997	ERLY	B	CROWE, ROXA P	BOZEMAN	23.08	1,876.29	1	1,073.71	57
05/01/1997	DTH	A	GORSETH, LOIS	BILLINGS	28.89	10,219.28	1	1,624.40	53
05/01/1997	DTH	A	LARSON, BRENNA RAE	DUTTON	19.81			200.00	4
05/01/1997	DTH	A	LARSON, KRISTOPHER R	DUTTON	19.81			200.00	9
05/01/1997	DTH	A	LARSON, RAYMOND D	DUTTON	19.84			758.51	43
05/01/1997	ERLY	N	FINK, WAYNE D	BOZEMAN	17.40	1,706.40	2	445.90	50
05/01/1997	REG	N	KELLEY, ZOE ANN	MISSOULA	11.71	3,421.18	3	566.08	60
05/01/1997	REG	A	PHILLIPS, JOY L	BROWNING	19.38			266.45	60
06/01/1997	DIS	N	LUCAN, JOANN L	HARDIN	22.44			1,090.48	50
06/01/1997	ERLY	A	BASHOR, MICHAEL E	SHELBY	24.82			1,126.35	52
06/01/1997	ERLY	C	CONKLIN, (MARGERY) DIANE	CORVALLIS	22.42			578.92	50
06/01/1997	ERLY	N	CRANE, NORMAN GLEN	GALLATIN GATEWAY	7.72			210.83	57
06/01/1997	ERLY	N	GJESTSON, RONALD L	BOZEMAN	24.33	11,725.78	1	1,259.24	54
06/01/1997	ERLY	N	GRANBOIS, BARBARA L	WINNETT	7.80	1,650.00	3	172.66	55
06/01/1997	ERLY	N	HAMPTON, SUZANNE G	MISSOULA	19.32	2,436.11	3	591.36	57
06/01/1997	ERLY	A	HAWLEY, KATHLEEN E	BROADUS	21.60			748.11	52
06/01/1997	ERLY	B	PREYER, CAROL LEE	WOLF POINT	21.12	3,445.33	1	821.40	52
06/01/1997	ERLY	N	QUINN, ROLLIN D	KALISPELL	19.75	10,036.47	1	1,107.62	59
06/01/1997	ERLY	N	QUINTUS, MARY P	MILES CITY	6.64	1,904.76	1	257.46	58
06/01/1997	ERLY	N	SHELDON, LARRY C	HELENA	24.50	13,735.25	1	1,448.04	58
06/01/1997	ERLY	N	ST ONGE, MICHAEL A	BROWNING	24.88	10,977.81	3	1,223.42	50
06/01/1997	ERLY	A	TKACH, KAREN T	BOZEMAN	13.76	2,279.23	1	541.02	56
06/01/1997	REG	N	ACHER, BETTY M	HARLEM	33.33	3,725.60	1	1,518.10	60

Montana Teachers' Retirement System
TRS Retirement A[redacted]ions

Date Retired	[redacted]E-RET	OPTION	NAME	EMPLO[redacted] CITY	SERVICE	Termination Pay Amnt	OPT	MON[redacted] BENEFIT	AGE
06/01/1997	REG	C	ARNOLD, BARBARA C	BILLINGS	24.38	8,490.21	1	1,362.23	63
06/01/1997	REG	N	ARTHUN, MARCUS G	ABSAROKEE	29.00	3,084.90	3	1,661.15	52
06/01/1997	REG	N	BEHRENT, DUANE F	COLUMBUS	30.00	7,662.30	1	1,809.10	52
06/01/1997	REG	N	BLANKINSHIP, STUART G	CHINOOK	23.00			983.36	62
06/01/1997	REG	C	BOGGIO, KENNETH M	HARDIN	29.17	2,010.00	3	1,282.67	51
06/01/1997	REG	A	BUDGE, CHERREL J	HARLOWTON	22.60			881.75	63
06/01/1997	REG	A	BUTORAC, BEVERLY E	LODGE GRASS	22.42	2,193.63	1	875.57	60
06/01/1997	REG	N	CARPENTER, VERNA L	GLENDIVE	31.55	8,000.00	3	1,394.73	52
06/01/1997	REG	A	CHRISTIANSEN, LINDA L	PLENTYWOOD	25.00	3,972.90	3	1,000.15	49
06/01/1997	REG	N	CLARK, ALICE J	WHITE SULPHUR SPRING	25.00	1,965.18	1	1,117.22	47
06/01/1997	REG	N	CLARK, JOANN J	BROWNING	25.00	826.88	1	1,262.78	51
06/01/1997	REG	B	CLAUSSEN, MARY MYRLE	GEYSER	27.72	700.00	3	915.02	58
06/01/1997	REG	N	COBELL, FRED C	BROWNING	29.78	20,662.81	3	1,790.55	55
06/01/1997	REG	N	COLE, JANIE BLAKELY	ALBERTON	25.72			1,356.53	49
06/01/1997	REG	A	CONRAD, RONALD D	GLENDIVE	30.00	8,000.00	3	1,221.11	51
06/01/1997	REG	N	DENNY, DAVID H	CHOTEAU	31.00	2,622.43	3	1,473.56	57
06/01/1997	REG	N	DENNY, NORMA F	BROWNING	27.00	3,805.00	3	1,544.60	56
06/01/1997	REG	N	ECKHARDT, AUDREY A	HARLOWTON	31.78			1,423.06	60
06/01/1997	REG	N	EDDLEMAN, LEE E	MISSOULA	18.22			693.10	60
06/01/1997	REG	N	EDWARDS, PAUL T	COLUMBUS	30.00	7,662.30	3	1,843.18	52
06/01/1997	REG	B	EHLERT, THOMAS R	BROWNING	26.00	3,605.00	1	1,492.16	64
06/01/1997	REG	C	FELLENZ, ROBERT A	BOZEMAN	10.77	25,604.64	1	1,287.72	65
06/01/1997	REG	N	FLANAGAN, JOHN JAY	ABSAROKEE	35.00	2,839.35	3	1,756.20	60
06/01/1997	REG	C	GOLLEHON, TERRY G	BROWNING	25.00	3,655.00	1	1,285.28	50
06/01/1997	REG	N	HAINES, RICHARD L	BOZEMAN	23.00	10,300.19	1	1,432.06	62
06/01/1997	REG	N	HANSEN, AVIS E	SIDNEY	27.44			931.63	61
06/01/1997	REG	C	HAUK, IRVING DONALD	STANFORD	29.00	825.00	1	1,138.30	64

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1997	REG	N	HECKER, LEVERNE F	FAIRVIEW	25.00	10,350.00	3	1,497.73	46
06/01/1997	REG	B	HOPE, WILLIAM H	BILLINGS	26.00	480.00	2	1,292.72	49
06/01/1997	REG	N	KASTE, MARCIA E	STANFORD	25.00	15,380.00	3	995.54	56
06/01/1997	REG	A	KEILMAN, HAROLD J	HELENA	30.00	14,017.98	1	2,137.28	61
06/01/1997	REG	B	KEITH, JANICE L	BRADY	27.00	3,825.00	1	1,069.26	49
06/01/1997	REG	N	KILLHAM, S SHARON	HOBSON	33.00	1,552.36	3	1,355.68	58
06/01/1997	REG	A	KITTREDGE, WILLIAM A	MISSOULA	29.12	20,751.05	1	2,492.72	64
06/01/1997	REG	A	KLINE, SAMUEL D	NASHUA	33.00			1,272.13	58
06/01/1997	REG	B	KLOKER, DONNA MAE	NASHUA	28.00			1,026.76	49
06/01/1997	REG	B	KLOPCICH, MAX T	FORSYTH	25.00	2,971.75	1	1,035.10	47
06/01/1997	REG	B	KOCH, BARBARA LOY	BILLINGS	29.00	6,117.89	1	1,347.13	55
06/01/1997	REG	B	LEITH, LAWRENCE	DILLON	32.00	16,132.42	1	2,176.22	66
06/01/1997	REG	A	LESTER, THOMAS F	BUTTE	35.00	13,957.01	1	2,728.65	59
06/01/1997	REG	N	LOVE, MARVIN P	TOWNSEND	35.00	6,136.80	1	1,916.85	61
06/01/1997	REG	N	MALO, EVE	DILLON	14.22	4,537.01	3	749.66	68
06/01/1997	REG	N	MALONE, BARBARA L	BRADY	37.75	2,400.00	1	1,684.39	61
06/01/1997	REG	A	MAYBERRY, EDWIN L	MILES CITY	39.00	1,500.00	1	1,681.79	62
06/01/1997	REG	A	MORRIS, ROBERT J	BRADY	40.00	2,400.00	1	1,783.06	65
06/01/1997	REG	A	MYERS, JOHN E	BOZEMAN	16.00	9,450.29	1	1,000.31	62
06/01/1997	REG	B	OBER, BENNO M	SHELBY	31.00			1,354.35	53
06/01/1997	REG	B	OLD PERSON, DORIS BULLSHO	BROWNING	37.78	1,667.96	1	2,208.73	59
06/01/1997	REG	B	OLSON, NANCY A	COLSTRIP	19.26			859.85	62
06/01/1997	REG	C	PERRIN, RONALD F	MISSOULA	29.36	15,551.56	1	2,299.90	63
06/01/1997	REG	N	PETERSEN, NORMA J	SCOBEY	38.00	3,441.42	1	1,912.25	62
06/01/1997	REG	A	POLSIN, JAMES H	MISSOULA	33.60	13,738.60	1	1,981.31	65
06/01/1997	REG	N	PROKOP, STEVE R	BAKER	36.00	5,008.87	3	1,600.88	62
06/01/1997	REG	N	ROBERTSON, MERLE A	RUDYARD	25.00	2,000.00	1	1,410.62	49

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1997	REG	A	ROBINSON, PHILIP W JR	RICHEY	36.00			1,547.24	59
06/01/1997	REG	A	ROGERS, SAMUEL J	BOZEMAN	31.00	13,059.03	1	1,677.58	62
06/01/1997	REG	A	SCARRAH, WARREN P	BOZEMAN	24.00	15,017.34	1	2,043.37	62
06/01/1997	REG	A	SCHNEIDER, ANNE J	HARLEM	22.00	2,969.11	1	971.79	61
06/01/1997	REG	N	SCHULZE, DOROTHY M	MOORE	46.50	2,503.05	3	1,989.86	66
06/01/1997	REG	N	SIEGLE, EVELYN M	WIBAUX	28.89			1,324.08	63
06/01/1997	REG	N	SILVIUS, WILLIAM D	GERALDINE	30.00	517.50	3	1,666.03	52
06/01/1997	REG	N	SMITH, GENNET M L	BAINVILLE	30.99	1,915.30	1	1,581.55	58
06/01/1997	REG	A	SONNEBORN, SYDNEY R	MILES CITY	11.25	3,121.04	1	562.76	60
06/01/1997	REG	N	SOWA, DOROTHY R	HAVRE	26.40	3,321.15	1	1,773.48	58
06/01/1997	REG	B	STENERSON, PAUL C	CONRAD	34.00	8,832.00	1	2,845.78	55
06/01/1997	REG	A	SWANSON, WILLIAM A	BELFRY	32.00	18,573.36	1	1,534.94	54
06/01/1997	REG	A	TAYLOR, BRYCE TODD	COLSTRIP	26.22	6,212.68	1	1,577.10	50
06/01/1997	REG	A	VOYICH, DANIEL L	BOZEMAN	32.25	2,746.57	1	1,224.36	65
06/01/1997	REG	N	WALKER, RICHARD A	ABSAROKEE	31.00	202.50	2	1,755.54	55
06/01/1997	REG	N	WALLACE, DONA J	DILLON	42.00	12,700.60	1	2,527.16	64
06/01/1997	REG	A	WALTERS, HERMAN A	MISSOULA	37.86	18,495.23	1	2,626.78	64
06/01/1997	REG	N	WEBER, JANET G	BILLINGS	30.00	7,651.23	1	1,487.91	50
06/01/1997	REG	A	WEINSTEIN, MARTIN E	MISSOULA	6.91	4,135.90	3	560.41	62
06/01/1997	REG	A	WILCZYNSKI, SHIRLEY J	HELENA	30.73	6,314.61	1	1,549.78	59
06/01/1997	REG	N	WILLEMS, GERALD V	MILES CITY	39.00	6,956.38	1	2,185.11	57
06/01/1997	REG	N	WILLIAMS, BARBARA L	RYEGATE	28.00	6,000.00	3	1,175.83	64
06/01/1997	REG	C	WOOD, JERRY L	HAVRE	29.00	66.95	3	1,750.98	63
07/01/1997	DTH	A	CUNNINGHAM, CAROL JEAN	ABSAROKEE	24.56	2,854.00	2	1,030.06	48
07/01/1997	ERLY	N	ANDOR, LAVERTA R	EUREKA	12.00	85.77	3	494.92	59
07/01/1997	ERLY	N	ARSENAULT, DENNIS H	BOZEMAN	18.73	5,419.14	3	609.43	54
07/01/1997	ERLY	N	BAKER, SHARON D	ROUNDUP	16.49			187.14	57

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	ERLY	N	BRINKMAN, KATHLEEN H	DAGMAR	19.69	795.87	1	565.65	50
07/01/1997	ERLY	B	CASAGRANDA, ERMA JEAN	BOZEMAN	19.80	7,743.45	3	811.20	57
07/01/1997	ERLY	N	CHRISTOPHER, ALISON A	EAST GLACIER PARK	15.00	494.64	3	420.62	55
07/01/1997	ERLY	N	CLOUGH, CHARLES AARON	TROY	24.47	16,000.00	3	1,052.24	53
07/01/1997	ERLY	N	COOPER, CAROL A	KALISPELL	12.00	2,667.98	3	382.28	54
07/01/1997	ERLY	N	COOPER, WILLIAM M	KALISPELL	24.66	17,311.41	1	2,604.04	56
07/01/1997	ERLY	N	CURTIS, DOROTHY K	BILLINGS	10.29	1,376.78	1	250.65	53
07/01/1997	ERLY	N	DRINGMAN, JOANNE P	BILLINGS	18.38	14,447.84	1	874.69	56
07/01/1997	ERLY	N	HAAG, MARIE EILEEN CARLSO	BILLINGS	16.42	6,364.62	1	563.01	54
07/01/1997	ERLY	N	JONES, JEANETTE R	KALISPELL	19.65			696.35	57
07/01/1997	ERLY	C	JUNEAU, WILLIAM STANLEY	HEART BUTTE	22.00	12,781.07	2	1,271.62	53
07/01/1997	ERLY	A	KLEPPER, DON K	MISSOULA	11.00	11,481.90	1	608.05	56
07/01/1997	ERLY	N	KOCKLER, ILEEN M	EAST HELENA	24.00	15,642.94	1	1,262.70	54
07/01/1997	ERLY	N	LOVEALL, SHARON R	COLUMBIA FALLS	5.96			225.02	56
07/01/1997	ERLY	N	MACDONALD, ETHEL M	ARLEE	20.23	5,197.41	1	1,031.79	59
07/01/1997	ERLY	N	MACKAY, HELEN R	RED LODGE	20.88	11,900.00	3	820.14	55
07/01/1997	ERLY	N	MCDEVITT, CATHRYN L	KALISPELL	23.57	12,633.99	1	2,050.88	52
07/01/1997	ERLY	B	MCKEE, FREDERICK A JR	MILES CITY	18.00	6,285.44	2	1,331.95	52
07/01/1997	ERLY	N	NEWMAN, (HELEN) COLLEEN S	MISSOULA	16.80	5,094.98	3	618.03	56
07/01/1997	ERLY	B	NICHWANDER, DONALD J	MISSOULA	24.00	13,960.00	1	1,419.41	57
07/01/1997	ERLY	A	O'TOOLE-FREEL, JUDY JANE	GREAT FALLS	8.00	2,584.48	1	272.58	56
07/01/1997	ERLY	N	SWANBERG, PATTY JO	GREAT FALLS	15.73			495.92	58
07/01/1997	ERLY	N	THOMPSON, BETTY L	KALISPELL	19.79	7,949.44	3	817.80	54
07/01/1997	ERLY	N	WILSON, NANCY G	BOZEMAN	17.63	4,427.48	3	606.83	50
07/01/1997	ERLY	N	WINTER, MARILYN FAYE	BUTTE	18.44	6,092.34	1	793.04	56
07/01/1997	REG	N	ABBEY, FRANCES E	RONAN	30.55	4,250.00	1	1,649.38	55
07/01/1997	REG	C	ABNEY, MICHELE LYNNE	HELENA	25.40	2,992.87	1	997.04	53

Montana Teachers' R[redacted]nt System
TRS Retirement A[redacted]ions

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	A	ALEXANDER, GILBERT R	HELENA	27.09	9,250.00	1	1,485.86	52
07/01/1997	REG	N	ANDERSON, KATHRYN A	MISSOULA	30.00	14,163.84	1	1,983.97	52
07/01/1997	REG	N	ANDERSON, MAURICE L	LIBBY	25.00	2,453.89	1	1,375.62	49
07/01/1997	REG	N	ANDERSON, SALLY M	BUTTE	36.00	17,393.52	1	2,036.86	57
07/01/1997	REG	C	ASHMORE, CHERYL D	MISSOULA	23.67	3,374.90	3	1,164.17	47
07/01/1997	REG	N	BARNHORST, PAUL L	CASCADE	29.88	1,350.42	1	1,450.81	53
07/01/1997	REG	C	BARRINGER, LYLE W	WHITEHALL	25.00	10,875.60	1	1,888.37	55
07/01/1997	REG	N	BARRY, DARLENE J	BUTTE	15.53	789.17	1	193.43	63
07/01/1997	REG	A	BAUER, GARY W	GREAT FALLS	29.97	10,190.86	1	1,598.80	51
07/01/1997	REG	N	BECK, GREGORY A	WHITEFISH	24.77	301.52	3	1,397.28	48
07/01/1997	REG	A	BIERE, LARRY C	STANFORD	33.00	23,416.68	1	2,308.23	55
07/01/1997	REG	N	BIVINS, DONALD A	LIBBY	37.83	12,500.00	3	2,010.70	61
07/01/1997	REG	N	BIVINS, JULIE R	HELENA	21.78	6,583.14	1	1,447.43	48
07/01/1997	REG	C	BLADOW, DEAN R	BILLINGS	36.88	24,154.25	1	2,521.32	58
07/01/1997	REG	N	BLOUKE, RITA R	HELENA	25.00	12,673.59	2	1,476.00	50
07/01/1997	REG	N	BOLLER, SUSAN KAYE	KALISPELL	25.43	18,105.68	1	1,735.93	49
07/01/1997	REG	B	BORER, JEAN M	BILLINGS	34.77	12,592.50	1	2,244.11	63
07/01/1997	REG	N	BRAACH, LUCILLE M	VICTOR	25.00	21,583.63	3	1,678.51	51
07/01/1997	REG	A	BRANDOFF, KERRY L	MISSOULA	27.33	9,249.58	1	1,418.89	50
07/01/1997	REG	C	BRANDON, JACK R	HAVRE	35.92	7,968.00	1	1,987.08	62
07/01/1997	REG	B	BRANDVOLD, BLYTHE D	GREAT FALLS	33.44	7,868.51	2	1,450.25	59
07/01/1997	REG	A	BRENDEN, MORRIS R	KALISPELL	29.77	18,716.58	3	1,691.16	62
07/01/1997	REG	C	BRYN, MARK A	MISSOULA	28.84	15,213.00	1	1,843.41	51
07/01/1997	REG	N	BUDD, PAULINE C	BUTTE	29.88	15,923.45	1	1,588.06	52
07/01/1997	REG	A	BURT, GARY A	KALISPELL	29.88	10,909.88	3	1,531.29	55
07/01/1997	REG	N	BUSCH, MARCY P	MELROSE	28.46	3,378.00	1	896.20	66
07/01/1997	REG	N	BYRNE, JUDY S	LEWISTOWN	24.66	19,854.32	1	1,649.27	47

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	N	CAREY, ELIZABETH J	BUTTE	28.88	16,422.21	1	1,514.77	51
07/01/1997	REG	A	CHAMPION, LINDA L	FLORENCE	14.54			216.05	61
07/01/1997	REG	N	CHRISTMAN, DELTON D	BILLINGS	31.00	35,739.29	1	2,969.37	57
07/01/1997	REG	A	CLAUSSEN, GERALD E	DEER LODGE	36.00	16,153.20	1	2,554.01	58
07/01/1997	REG	A	CLAWSON, ROBERT T JR	WHITEFISH	30.00	709.63	3	1,460.81	55
07/01/1997	REG	C	COMER, LES	BOZEMAN	36.00	9,577.80	3	1,801.92	60
07/01/1997	REG	A	CONNOLE, JOHN P	BUTTE	31.00	18,431.91	1	1,968.33	52
07/01/1997	REG	N	CREWS, CYNTHIA A	CUT BANK	24.77	2,304.00	3	1,300.47	46
07/01/1997	REG	N	CRONK, CAMERON L	BILLINGS	29.38	26,781.40	1	2,772.97	52
07/01/1997	REG	B	CROSBY, AUDREY A	BILLINGS	24.00	18,296.66	1	1,401.00	60
07/01/1997	REG	B	DAILEY, DIANE F	GREAT FALLS	27.86	10,153.74	1	1,562.08	51
07/01/1997	REG	N	DALE, SHARON LEE	BONNER	26.00	3,737.58	3	1,799.06	52
07/01/1997	REG	N	DALEY, MARION R	CORVALLIS	25.94	1,541.00	3	1,586.42	49
07/01/1997	REG	C	DARLING, HARRY M	GLENDIVE	33.00			2,083.56	56
07/01/1997	REG	A	DAVIS, DOROTHY L	BILLINGS	25.00	12,873.09	1	1,326.35	62
07/01/1997	REG	A	DAVIS, ROSANNE K	GREAT FALLS	29.98	3,623.87	1	1,214.95	56
07/01/1997	REG	N	DEJARNETT, MARY K	BILLINGS	25.20	21,593.55	1	1,843.49	58
07/01/1997	REG	N	DENNY, MARILYN K	MISSOULA	30.77	14,519.10	3	1,856.45	61
07/01/1997	REG	N	DENTON, CYNTHIA F	DILLON	26.66	2,104.00	2	2,054.26	49
07/01/1997	REG	C	DICKENSON, ROBERT J	GREAT FALLS	31.37	8,300.00	1	1,734.79	57
07/01/1997	REG	A	DIEBOLD, FRANK E	BUTTE	33.92	16,936.01	1	2,863.00	62
07/01/1997	REG	B	DONNELLY, PATRICIA P	BILLINGS	24.00	8,914.83	1	1,378.32	61
07/01/1997	REG	N	DOWNS, MARGARET A	BILLINGS	26.88	19,399.45	1	1,901.98	49
07/01/1997	REG	A	DRESSER, JOYCE A	BUTTE	29.77	18,034.80	1	1,461.22	64
07/01/1997	REG	N	DUREN, MARGIE L	GREAT FALLS	28.00	4,480.75	1	1,622.93	50
07/01/1997	REG	N	EDWARDS, JOYCE C	BILLINGS	29.88	19,649.55	1	2,146.71	52
07/01/1997	REG	A	ENGLAND, MARY E	LIBBY	25.44	4,704.85	1	1,245.84	63

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	N	ENOCHSON, RICHARD D	GREAT FALLS	32.97	7,478.83	1	1,955.65	62
07/01/1997	REG	B	ERCHUL, JOSEPH P	HOT SPRINGS	35.77	1,376.66	3	2,200.66	56
07/01/1997	REG	A	ERDIE, JOHN JAY	ROUNDUP	32.50	63,402.00	1	2,807.54	56
07/01/1997	REG	N	EVANS, JERRY L	GREAT FALLS	13.40	4,251.61	1	565.87	61
07/01/1997	REG	N	EVANS, NANCY J	BUTTE	30.48			1,388.27	60
07/01/1997	REG	B	EVENSON, MARION E	HELENA	33.33	55,842.38	1	3,825.49	53
07/01/1997	REG	A	FAGAN, JAMES PATRICK	BILLINGS	31.00	33,911.08	3	2,035.61	61
07/01/1997	REG	N	FAWCETT, FRANCINE G	BILLINGS	26.38	19,995.18	1	1,900.50	62
07/01/1997	REG	C	FELSTET, MARGARET ANN	EAST HELENA	27.24	13,399.66	1	1,460.89	59
07/01/1997	REG	N	FERGUSON, LARRY ROBERT	BUTTE	33.67	18,173.76	1	2,257.59	57
07/01/1997	REG	N	FISHER, DARLENE A	CLINTON	29.77	3,931.29	1	1,519.75	59
07/01/1997	REG	N	FLANAGAN, PATRICK J	FORT BENTON	30.80			2,063.43	55
07/01/1997	REG	A	FRANKINO, AGNES C	HELENA	25.00	11,977.42	1	1,425.30	61
07/01/1997	REG	B	FRENCH, JAMES R	PARADISE	25.00	440.42	2	967.10	48
07/01/1997	REG	B	FRY, DENNIS LEE	HARRISON	27.39	6,768.72	3	1,591.88	53
07/01/1997	REG	A	FUJIWARA, ANNE L	BILLINGS	30.00	18,672.96	1	1,695.13	59
07/01/1997	REG	C	GAMRADT, VIRGIL D	FAIRFIELD	26.10	2,314.95	1	1,155.71	49
07/01/1997	REG	C	GEER, RICHARD D	BOZEMAN	32.50	15,067.85	1	1,990.71	63
07/01/1997	REG	C	GELLNER, GERALD W	BILLINGS	35.00	22,710.05	1	2,505.87	57
07/01/1997	REG	N	GLAZIER, SANDRA K	KALISPELL	25.23	17,642.28	3	1,054.93	52
07/01/1997	REG	B	GRAHAM, JAMES J	BUTTE	34.92	38,269.52	1	2,763.50	58
07/01/1997	REG	A	GRANT, JAMES M	GREAT FALLS	33.00	11,652.44	1	2,408.82	61
07/01/1997	REG	N	GRANT, SUE A	HEART BUTTE	27.00	5,110.37	3	1,331.34	52
07/01/1997	REG	N	GUTHRIE, JAMES R	CONRAD	33.00	1,500.00	1	1,880.56	54
07/01/1997	REG	A	HALVERSON, KENNETH D	CLINTON	20.00	8,419.40	3	1,486.53	50
07/01/1997	REG	A	HANKS, CECELIA H	THOMPSON FALLS	5.51	1,388.70	3	69.93	66
07/01/1997	REG	A	HATCH, DONNELL	KALISPELL	24.88	18,300.88	1	1,952.73	56

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	N	HAUCK, THOMAS C	BILLINGS	30.85	19,748.80	1	1,935.96	55
07/01/1997	REG	N	HAUG, LENNIE L	HARDIN	31.00	1,750.00	2	1,536.59	55
07/01/1997	REG	A	HAWLEY, HAROLD D	BROADUS	28.00	6,975.76	2	1,398.13	52
07/01/1997	REG	N	HAY, JOHN G	MISSOULA	29.00	12,951.50	1	2,224.86	56
07/01/1997	REG	B	HAZELBAKER, JUDY A	MISSOULA	29.00	8,010.74	1	1,870.72	53
07/01/1997	REG	B	HICKEY, RUTH D	GREAT FALLS	19.34	1,051.64	3	223.64	65
07/01/1997	REG	N	HUDGENS, ROSALIND MULLEN	MISSOULA	28.00	12,703.94	1	1,831.98	52
07/01/1997	REG	A	JAMES, DONNA B	KALISPELL	6.02	434.42	2	73.22	67
07/01/1997	REG	N	JARVI, PATRICIA L	WHITEFISH	30.00	570.39	3	1,711.74	54
07/01/1997	REG	N	JEVNE, BONNIE JEAN	GREAT FALLS	32.97	10,208.33	1	1,993.23	54
07/01/1997	REG	B	JOHNSON, RICHARD J	CONRAD	30.00	1,500.00	1	1,234.40	54
07/01/1997	REG	B	JOHNSON, VICTOIRE T	GREAT FALLS	38.74	10,000.00	1	2,198.89	65
07/01/1997	REG	N	JONES, PATRICIA D	BILLINGS	31.00	11,151.36	1	1,772.08	61
07/01/1997	REG	N	KANEY, LANOR M	ANACONDA	25.00			1,098.09	49
07/01/1997	REG	A	KANG, DARSHAN S	MISSOULA	26.50	14,550.53	1	1,870.79	68
07/01/1997	REG	N	KAPARICH, ELIZABETH E	MISSOULA	30.56	1,395.00	3	1,634.02	53
07/01/1997	REG	N	KASNER, MARY D	BILLINGS	29.88	20,102.72	1	1,840.31	52
07/01/1997	REG	C	KAVULLA, RICHARD G	HIGHWOOD	25.00	8,250.00	3	1,037.74	48
07/01/1997	REG	A	KING, SHIRLEY A	PLAINS	24.00	2,759.52	3	993.90	54
07/01/1997	REG	C	KOONTZ, RICHARD J	MISSOULA	24.88	643.59	3	1,039.38	47
07/01/1997	REG	A	KRAMER, VICTORIA L	DEER LODGE	25.33	19,377.26	2	1,223.32	48
07/01/1997	REG	N	KUNTZ, LINDA (FOREMAN)	WHITEFISH	25.92	351.77	3	1,322.33	53
07/01/1997	REG	C	LANE, ROBERT L	BILLINGS	37.88	25,351.40	1	2,699.56	60
07/01/1997	REG	N	LANFEAR, JIMMY RAY	MISSOULA	30.00	16,009.79	1	2,686.62	65
07/01/1997	REG	N	LARSON, JAMES D	GREAT FALLS	35.85	10,208.33	1	2,186.44	57
07/01/1997	REG	N	LEAN, DANIEL J	BUTTE	31.36	18,820.17	1	2,086.19	56
07/01/1997	REG	A	LEWIS, WALTER S	OUTLOOK	15.91	2,822.46	3	603.97	64

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	C	LOEHDING, FRANK N	BAINVILLE	30.00	17,657.48	1	2,637.63	52
07/01/1997	REG	A	LONG, WILLIAM KENNETH	WILSALL	16.00	600.00	1	523.29	61
07/01/1997	REG	N	LOVE, KAY L	GREAT FALLS	31.85	3,921.48	1	1,519.63	61
07/01/1997	REG	N	MACDONALD, CHARLOTTE R	BUTTE	33.03	13,268.91	1	1,953.81	58
07/01/1997	REG	N	MATSON, DELORIS E	COLUMBIA FALLS	38.44	1,807.69	3	2,064.81	58
07/01/1997	REG	N	MCGEE, EVELYN K	BILLINGS	26.00	14,736.23	1	1,577.15	59
07/01/1997	REG	N	MCINTYRE, GAIL P	LEWISTOWN	28.00	11,059.80	1	1,371.48	51
07/01/1997	REG	A	MEIDINGER, ROBERT A	BILLINGS	26.00	14,061.35	1	1,558.48	49
07/01/1997	REG	A	MELVILLE, LILLIAN	HARDIN	26.45			1,146.15	52
07/01/1997	REG	A	MESSNER, JOSEPH J	ARLEE	29.96	4,945.09	1	1,505.09	53
07/01/1997	REG	A	MILLER, PAUL R	BUTTE	30.00	20,575.59	1	1,693.93	55
07/01/1997	REG	N	MILLS, KAREN L	HELENA	29.00	6,544.21	1	1,726.46	56
07/01/1997	REG	B	MINTER, SUSAN J	BILLINGS	26.00	21,096.40	1	1,807.46	47
07/01/1997	REG	N	MINTZ, VERLIN V	ST IGNATIUS	33.88	5,280.00	1	1,987.25	55
07/01/1997	REG	N	MITCHELL, M KAYE	BILLINGS	28.35	10,726.80	1	1,801.11	51
07/01/1997	REG	N	MOE, ROSEMARY J	BILLINGS	27.00	9,772.16	3	1,395.48	60
07/01/1997	REG	A	MORAN, PATRICK J	LIVINGSTON	26.00	14,052.50	1	1,445.23	60
07/01/1997	REG	N	NELSON, SAMUEL J	BOZEMAN	27.56	9,407.80	1	2,047.10	49
07/01/1997	REG	N	NODDINGS, DIANE L	BILLINGS	20.10	16,819.09	1	1,258.31	60
07/01/1997	REG	N	NUNLEY, JO-ANN BRINKMAN	BILLINGS	36.09	14,094.95	1	2,501.16	61
07/01/1997	REG	N	ORR, CAROL J	BUTTE	33.22	9,551.55	1	1,908.81	54
07/01/1997	REG	B	PAGETT, LARRY M	MISSOULA	36.00	12,000.00	1	1,814.90	57
07/01/1997	REG	N	PALAGI, LOIS J	BUTTE	32.22	11,797.20	1	1,672.06	60
07/01/1997	REG	N	PATTEE, KATHERINE A	BOZEMAN	24.88	18,091.34	3	1,993.69	47
07/01/1997	REG	N	PAULL, BARBARA JO	DEER LODGE	10.09	3,900.00	3	400.01	61
07/01/1997	REG	N	PELLETT, THERON R	CUT BANK	38.09	2,242.00	1	1,978.12	61
07/01/1997	REG	A	PHELPS, LAWRENCE T	BILLINGS	36.83	22,662.80	1	2,721.67	62

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	N	PHILLIPS-DANIELS, MARLENE	BELGRADE	16.31	3,805.82	2	744.88	64
07/01/1997	REG	A	PICTON, HAROLD D	BOZEMAN	39.70	18,297.16	1	3,060.07	64
07/01/1997	REG	A	PIIPPO, WALTER J	DRUMMOND	26.00	15,563.41	3	1,546.51	50
07/01/1997	REG	C	PREYER, MICHAEL G	WOLF POINT	29.33	9,663.23	1	1,997.66	52
07/01/1997	REG	N	RATH, DONALD G	GLASGOW	33.00			1,996.24	57
07/01/1997	REG	A	REYNOLDS, JOHN M	CUT BANK	36.00	2,968.00	1	1,841.51	55
07/01/1997	REG	N	ROBINSON, SALLIE A	GREAT FALLS	37.33	2,388.76	1	1,756.47	62
07/01/1997	REG	B	ROSA, JAMES V	BUTTE	30.00	26,107.48	1	2,337.51	54
07/01/1997	REG	C	RUSSELL, GORDON J	LEWISTOWN	37.00	8,461.14	1	1,767.81	62
07/01/1997	REG	N	SAFFORD, MARY ANN	COLUMBUS	29.88	7,662.30	3	1,662.39	55
07/01/1997	REG	N	SALOMON, BASIL E	BONNER	26.00			1,270.95	60
07/01/1997	REG	A	SALWAY, MARION G	BROWNING	25.00	3,592.59	1	1,154.82	59
07/01/1997	REG	N	SCHMAUTZ, GARY E	BROWNING	25.00	18,134.69	3	1,360.44	49
07/01/1997	REG	N	SEYBERT, FRED TENNESON	FORSYTH	27.00	26,570.80	1	2,672.85	48
07/01/1997	REG	C	SIMMONS, CAROL A	BILLINGS	25.39	16,382.25	1	1,564.35	54
07/01/1997	REG	C	SIMMONS, RICHARD L	BILLINGS	34.88	24,509.85	1	2,344.66	58
07/01/1997	REG	N	SIMPSON, CHARLES L	LIBBY	27.00	5,868.26	1	1,528.35	51
07/01/1997	REG	C	SMITH, GORDON H	KALISPELL	29.38	17,227.82	3	1,680.88	55
07/01/1997	REG	N	SMITH, LILLIAN E	BROWNING	17.88	20,000.00	3	996.71	64
07/01/1997	REG	A	SOWDEN, CAROLE L	HELENA	26.00	5,451.56	1	1,411.88	50
07/01/1997	REG	N	SPAULDING, JAIME BAILEY	MISSOULA	43.88	980.50	3	2,210.77	63
07/01/1997	REG	C	SPURZEM, JOHN R	ULM	27.68	3,597.99	2	1,506.20	53
07/01/1997	REG	N	STAUBER, MARTIN S JR	BOZEMAN	32.08	29,412.07	1	3,201.52	63
07/01/1997	REG	N	STEARNS, JAMES R	HELENA	29.00	14,402.51	1	1,973.11	49
07/01/1997	REG	N	STONE, DONNA M	BELGRADE	33.00	16,531.78	1	1,844.62	65
07/01/1997	REG	N	STRENDING, M JENNIFER	LAUREL	25.10	84.00	2	1,214.49	50
07/01/1997	REG	A	SULLIVAN, JOHN E	BUTTE	30.00	15,515.85	1	1,608.66	56

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	N	SUNDBERG, YVONNE C	BUTTE	34.78	12,287.94	1	2,042.50	56
07/01/1997	REG	A	SWENSON, MARLENE J	HAVRE	28.55	7,968.00	1	1,459.85	65
07/01/1997	REG	B	SWONSON, MARTHA A	MISSOULA	26.00	8,194.94	1	1,303.63	57
07/01/1997	REG	N	TAYLOR, JOANNE M	MISSOULA	26.00	14,276.85	1	1,734.35	48
07/01/1997	REG	A	TAYLOR, WILLIAM J	DODSON	26.97	2,036.22	2	1,388.62	56
07/01/1997	REG	A	THELEN, G BARBARA	MISSOULA	25.03	11,202.72	1	1,439.67	59
07/01/1997	REG	N	THIESEN, LILLIAN	BOZEMAN	27.80			1,529.13	61
07/01/1997	REG	N	THISTED, ELIZABETH GAITHE	FRENCHTOWN	17.94	4,777.65	1	973.35	65
07/01/1997	REG	N	THOMAS, CYNTHIA (BAUMANN)	LEWISTOWN	26.00	17,350.83	1	1,643.49	47
07/01/1997	REG	N	THOMAS, F KAY	GREAT FALLS	28.19	2,356.88	1	1,603.81	56
07/01/1997	REG	N	THORSRUD, ELIZABETH S	POLSON	34.77	3,080.00	1	1,858.48	56
07/01/1997	REG	N	TOGNETTI, ANTHONY D	STEVENSVILLE	32.44	25,619.08	1	3,245.50	54
07/01/1997	REG	N	TREVITHICK, KEITH ANN	THOMPSON FALLS	29.00	1,958.04	1	1,425.86	49
07/01/1997	REG	A	TUCKER, CLYDE W	ARLEE	36.00	4,566.79	1	1,678.33	58
07/01/1997	REG	N	TUPPER, BILLIE JO	BILLINGS	14.88	14,597.06	1	926.03	63
07/01/1997	REG	A	ULLMAN, RONALD J	BILLINGS	30.88	23,023.90	1	1,978.82	54
07/01/1997	REG	A	ULLOM, KAREN G	RED LODGE	29.89			1,294.97	53
07/01/1997	REG	A	ULLOM, RONALD C	RED LODGE	25.00			1,254.21	55
07/01/1997	REG	C	UTTER, TERRY L	EUREKA	25.00	33,043.47	1	1,744.03	49
07/01/1997	REG	N	VON KLEECK, DORIS N	BILLINGS	30.00	7,750.00	1	2,420.49	52
07/01/1997	REG	A	VOTH, ROBERT E	RONAN	30.56	17,259.00	3	2,109.97	53
07/01/1997	REG	A	WALLE, SANDRA I	MISSOULA	27.20	11,256.00	1	1,545.79	53
07/01/1997	REG	N	WATTEYNE, SUSAN M	SOMERS	24.55	7,500.00	1	1,424.93	46
07/01/1997	REG	B	WATTS, JAMES E	NOXON	26.31	13,550.50	1	1,653.03	50
07/01/1997	REG	A	WEBER, DAVID W	MISSOULA	26.00	16,061.97	1	2,016.62	56
07/01/1997	REG	N	WESTBERG, CAROL J	BOZEMAN	17.54	3,398.08	1	951.07	60
07/01/1997	REG	N	WIESNER, ROBERT R	MISSOULA	26.71	15,236.85	1	1,863.57	52

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1997	REG	A	WILCOX, STEPHEN D	KALISPELL	25.87	20,128.17	1	1,734.05	53
07/01/1997	REG	N	WILKERSON, ANTOINETTE H	MISSOULA	26.67	1,319.00	3	1,440.81	55
07/01/1997	REG	A	WILLIAMS, LARRY D	GREAT FALLS	28.00	32,724.17	1	3,086.38	55
07/01/1997	REG	N	WILSON, LORNA M	KALISPELL	29.94	17,697.30	3	1,714.00	61
07/01/1997	REG	N	WINING, CONNIE L	ARLEE	26.00	5,227.75	3	1,362.09	52
07/01/1997	REG	C	WITT, FREDERICK J	BUTTE	25.33	16,573.23	1	1,481.26	49
08/01/1997	ERLY	C	NELSEN, MARGARET SUE	BROADVIEW	15.40	500.00	3	285.42	50
08/01/1997	REG	C	BALLANTYNE, LARRY R	SIDNEY	27.00	7,666.03	1	1,747.23	55
08/01/1997	REG	B	BEKKER, GERALD C	HAVRE	31.50	29,848.97	1	2,709.23	56
08/01/1997	REG	A	CASAGRANDA, LEROY J	BOZEMAN	38.00	24,383.12	1	3,346.95	62
08/01/1997	REG	B	CORRO, RAYMOND L	MISSOULA	26.78	15,348.39	1	1,807.53	65
08/01/1997	REG	A	ERICKSON, GEORGE W	TROY	24.92			1,001.46	49
08/01/1997	REG	N	GARY, FRANCIS M	BUTTE	26.00	4,221.68	1	1,402.14	51
08/01/1997	REG	A	HANSON, JACK E	BOZEMAN	26.27	12,260.00	1	1,459.14	51
08/01/1997	REG	A	HERBSTER, DOUGLAS LEE	BOZEMAN	32.95	19,708.19	1	3,140.45	65
08/01/1997	REG	C	STROHMEYER, ERIC R	BOZEMAN	30.00	38,097.09	1	3,590.95	55

TOTAL APPLICATIONS	340
TOTAL TERMINATION PAY	3,114,565.26
AVERAGE TERMINATION PAY	9,160.49
AVERAGE MONTHLY BENEFIT	1,511.64
AVERAGE AGE	56
AVERAGE SERVICE	26.76

TEACHERS' RETIREMENT BOARD MEETING
November 21, 1997

On Thursday, November 20, 1997, a new board member orientation was held at the Teachers' Retirement System offices for the new board members.

Chairman Cowan called the meeting to order at 9:00 a.m. in the office of the Teachers' Retirement System. Those present were:

James Cowan, Chairman
E. Joseph Cross
Virginia Egli
Rick Stuber
Jima Severson
Jim Turcotte
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

James Penner, Board of Investments - Carroll South, Board of Investments -Rodney Svee, Hardin Public Schools - Tom Bilodeau, MEA - Ben Lamb, Great Falls Public Schools - Frank Loehding, Individual Petitioner - John Borer, Individual Petitioner - Ken Hapner, MSU - William Bodine, Disability Applicant - Mary Gettel, Disability Applicant - Erin Gettel, Mary Gettel's daughter - Steve Gettel, Mary Gettel's husband

Approval of Agenda.
Mr. Senn stated that he wanted to add one item and move several items on the agenda. Executive Director's report, items D and E should be labeled information and an information item should be added concerning some estimates on what it will cost for a one and one-half percent guaranteed annual benefit adjustment. Under Agenda item number 6, item C, Classification of Positions needs to be moved from an action item to a discussion item. Mr. Stuber moved to adopt the agenda with changes. Mr. Cross seconded. The agenda was approved.

Approval of Minutes for September 5, 1997.
Chairman Cowan asked for approval of the minutes from September 5, 1997. Mr. Stuber said that on page 9 the minutes note that the chairman closed the meeting for the disability applications and the meeting was reopened after action was taken on the applications. Mr. Stuber stated that the minutes should note that the meeting was reopened prior to taking action on the disability applications. Mr. Stuber moved to approve the minutes with

the correction, Ms. Severson seconded. Motion passed. The minutes will stand approved with the correction.

Report from the Board of Investments - Mr. Senn introduced our guests from the Board of Investments, Mr. Jim Penner, Chief Investment Officer and Mr. Carroll South, Executive Director of the Board of Investments. They were present to make their annual report for the investment activity for the Teachers' Retirement System. Mr. Senn said that he had also asked Mr. Penner and Mr. South to make projections for the future and to address the question "Why can't Teachers' Retirement pay a cost of living increase out of the investment earnings". Mr. Senn also asked them to comment on what it would take to actually realize an income yield of 9 or 9 ½ percent so that we would have some income to adjust retirees' benefits.

Mr. South began the presentation by distributing graphs, tables and data that will be contained in the annual report for the Board of Investments, but said to bear in mind that the numbers on the documents he was handing out had not been verified.

The first graph that was handed out depicts the growth of the invested balances of the Teachers' Retirement System from fiscal 1972 when the Board of Investments began investing for Teachers' Retirement. The graph shows the different kinds of assets that were invested over the period. Early on mortgages comprised a very large percentage of the total investment. The total amount of mortgages has gone up some, but the actual fund balance has gone up much more. On a percentage basis, the mortgages are a relatively small amount. The book value of the invested Teachers' Retirement fund assets was 1.2 billion and the line on the graph depicts the income return and does not reflect any changes in the value of the portfolio. This is simply a mathematical calculation of the invested balances as recorded in the state accounting system, vis-a-vis the income that is reported in the state accounting system. That peaked in 1986 at 11.73 percent, we all know what the interest rate environment was back in those "good old days". This year it was 7.89 percent and has been relatively flat the last two years. It began in 1972 with 6.39 percent but about one-third of that was the actual coupon rate on the mortgages that was held by the Teachers' Retirement System.

The next graph that Mr. South handed out is in the annual report and historically this has been the percentage of total pension assets invested in the common stock pool. That is no longer an accurate reflections of the equity investments of the pensions because we now are investing in internationals. So what was done was the format was changed and the equity bar graph includes not only domestic common stocks but foreign common stocks and alternative equities. As of last June, the equities comprised 49 percent of the total market value, 4.2 market value of all 9 pensions is about 2. some were in equities. The Board's strategy over the long term is to increase the equity asset allocation for all pensions.

The next graph depicts two things. Number one it shows that over the long term, equities

have been a much better investment for TRS than have fixed income, although the fixed income return is obviously not shabby either. It depicts that and also depicts the fact that, at least over this period of time, the investment of these assets by the Board has exceed the benchmark by which our Board evaluates the performance of the investment. The Teacher retirement bonds over this period have yielded at 11.16 percent annually, while the Lehman Brothers Aggregate Index, to which we compare performance, yielded 9.69 percent annually. The S & P 500 over that period of time yielded 15.03 annually, TRS stocks, which most of this time have been in the common stock pool, yielded 15.73 percent annually.

The next page is simply a page of table that depicts the difference between book and market value of the retirement system's assets at year end last year. It also depicts the rate of return and it depicts the change in the invested balances from fiscal 1996 to fiscal 1997. The top table is the return table and you can see that the composite for the Teachers' Retirement System did not quite match the composite of the indexes to which we are compared. That, primarily, was because in the area of equities, you can see that the return on the total equities at 34.4 while S & P 500 was 34.56. The equity number for the Teachers' Retirement System does not just include common stock. It includes the international component and it includes alternative equities. The actual return on the common stock pool itself was 35.35 percent, which exceeded the S & P 500. In general the domestic common stocks held by the Board during fiscal 1997, their performance exceeded the S & P 500. The second table, I would like to draw your attention to something that I speak about annually here, the hugh difference in the book value and the market value of the domestic stock pool holdings of TRS. As I stated earlier, and will state again, the reason for that is when the common stock pool was created in 1981, and from that point forward, all units purchased by all pension plans were bought at a certain value at that time and they are still recorded on the books at that value. So to the extent that Teachers' Retirement in 1983 bought stock in the common stock pool, whatever that value was then, that is still the value in SBAS. So the major difference is that over that period of time, the pool has retained the capitol gains, when it sells a stock, it has not distributed those, so to that extent, the capitol appreciation of the pool has far out paced the actual book value. That could be a potential problem relative to the law that governs the maximum amount of stock exposure that pensions can have.

On the third table, Mr. South made note of two items, the convertible pool was terminated during the year so the assets in that pool at the end of 1997 is zero. Foreign stock pools were created during the year. TRS had a book value of 51.6 million in foreign stock. The other equities would be the mortgaging servicing rights that the two large pension funds own and that was sold during the year for 4 million, so we actually showed a significant gain on it when we sold it, even though we had purchase those rights for 5 million, we had written them down over a four year period to a million dollars, in other words taken a loss. When we actually sold for 4 million, we showed a three million dollar gain, but we had to put that in perspective, it was still a million dollar loss, plus a loss of income during that period of time.

For information, obviously when the Teachers' Retirement System owns nothing but units in the common stock pool, it is really hard to tell from that table exactly what the common stock pool holds, so we listed the 10 largest stock holders as of June 30, the market value and the percent of the fund that those comprise. The second table is the difference between book value and market value in the Montana Common Stock Pool. That is 661 million dollars, a hugh increase in that over the year because of what stocks did. The last table really depicts to a very real extent what the stock market did during the year. You can see the difference between 1996 and 1997. Some of this is due to new money coming into the pool but the largest share was the hugh increase in the value of the stock.

The last page, again because the Teachers' Retirement System is simply buying units in the retirement fund bond pool rather than owning bonds outright, the Board may be interested in knowing what the asset mix is in the retirement bond pool. There is again, a difference in book and market value at the end of the year, 37 million that partially explains why the retirement fund bond pool had a yield return over the year of 9.1 percent, when the average coupon was 7.4. A lot of that had to do with capitol appreciation as well as the amortization of discount that is not reflected in the coupon. In terms of the annual change in that asset mix in the retirement fund bond pool, the major change was an increase in corporate bonds, increasing from approximately 54 percent in 1996 to 58 percent in 1997. That also helps explain why this portfolio has almost always out performed the index, because it has a higher proportion of corporate bonds as opposed to government bonds.

Relative to the letter from Mr. Senn asking about the 9.5 percent and the additional amount of money that would be available, Mr. South tried to look at it from an analytical perspective at about three different ways. Number one, he looked at the history of different assets and how they had performed during a long period of time and extrapolated those into the future. The second thing that we need to be cognizant of is that the Montana Common Stock Pool retains all of the capitol gains. The only income that the Teachers' Retirement System gets from the Montana Common Stock Pool are the dividends. In terms of how that is reported in SBAS, it is better than it sounds. One would think that maybe you would get a 3 percent dividend return but the fact of the matter is last year, simply because of the book value that was discussed earlier, an artificially low book value, the common stock pool returned about 5 ½ percent without returning any capitol gains. Again, that is because the book value in SBAS for Teachers' holdings in the common stock pool is so low, the lower the book value when the actual dividend amount stays the same, the higher the yield. As long as we continue to record that artificially low book value in SBAS, the dividend yield will be 5 to 5 ½ percent. Again, that is sort of an artificial number. The third thing that Mr. South discussed was whether or not the concept of the law may have a flaw. The Board of Investments has records going back 70 years to indicate that, in general, large stocks over that period of time returned 10 ½ percent annually. US Government bonds returned 5.2 percent and corporate bonds 5.7 percent. For purposes of this exercise, Mr. South used 5.45 percent for an annual return on bonds, assuming a 50/50 mix of corporate and US government bonds. US bills over that period

of time returned 3.7 percent per year, so Mr. South used that number for the cash component of the portfolio. Mr. South took three hypothetical asset mixes and one is obviously the most optimistic, and that would be a 70 percent allocation of common stock, assuming that is where we had been over this 70 year period, the actual total return to the fund would have been 8.9 percent annually. Mr. South said that was rather optimistic, assuming that the fund would be 70 percent common stock. Mr. South said that perhaps more optimistic would be a 60 percent allocation to common stock and this would include 35 percent to fixed and 5 percent to cash. Over that period of time, historically, would have yielded 8.39 percent annually. Mr. South said again, that includes the appreciation of stocks which are not currently accruing to the Teachers' Retirement System. Mr. South said that unless the policy changed, and he doesn't see it changing, the actual income on a percentage basis of a total invested fund will actually decrease relatively speaking. As you take more money out of fixed income that has a 7 ½ percent coupon and put it in common stock with a 3 percent dividend, in reality the percentage of real income that is reported in SBAS on which the 8 percent is based will probably go down as assets allocation to equities go up.

Mr. South said that he wanted to talk about whether the law itself had flaws. The legislature is cognizant of not funding ongoing increased expenditures with one-time income. Mr. South said that an assumption may have been made when this law was enacted that you were always going to get 8 percent and so to the extent that we get 8 ½ percent, let's spend the other ½ percent. In reality that is not the way it works because you need the good years to make up for the bad years. The fund balance is what generates the money. Total rate of return doesn't matter what the fund balance is but in terms of the actual money that is needed to pay benefits, the fund balance is extremely important because that is what generates the money. Mr. South made an assumption that change in the law had been in effect since 1988. Six of those years the fund generated more than 8 percent and four years generated less than 8 percent. Mr. South assumed that everything beyond the 8 percent was spent. The significant impact that this has is on the fund balance itself and instead of 1.212 million in the fund balance, we would have 65 million dollars less, because it has a compounding effect. Not on total rate of return, but on the real money that you get to pay benefits with because you not only spend the additional income that year, but that reduces the fund balance vis-a-vis what it would have been for next year, so it actually generates less money than it otherwise would have. Mr. South said that if, in fact, this law is ever going to work, that while it may be in the best interest of current benefits, it may not be in the best interest of those who are still paying into the system and hope to get their benefits 20 years from now because it does have a serious impact on the fund balance. Mr. South said that without making some major investment bets on risk, the chances of consistently getting more than 8 percent in a real dollar income is probably very remote. Mr. South said that he has asked the legislative auditors to address is the book value issue. Mr. South said that the law is very clear and we cannot currently exceed 50 percent of pension assets in common stock and the law clearly says book value. Mr. South's question to the auditors is what is book value. Is it what we are reporting in SBAS or is it what we paid for the stock. The major problem that

we have is that the book value of the common stock portfolio is 670 million more than the aggregate of all of the book values of all of the participants. So who owns the 668 million dollars. Mr. South said that he has asked the auditor to come back so that if we need to change the law, we can change it. If the auditor decides that we really need to be recording as participant book value the actual book value of the portfolio, then we have a hugh accounting decision to make as to how we are going to handle it and if it all appears as income, we are going to greatly exceed the 8 percent and if it happens to be 12 or 13 and we spend the 5 percent then we have a major problem with the fund balance going forward. Mr. Senn stated that we can't spend the entire 5 percent but that we may spend half of it and then it is annuitized over the life expectancy of those recipients, so you don't spend it all in one year, you leave most of it in the fund to invest in future years and you annuitize a small increase in benefits over a period of time. Mr. Senn said that Mr. South's analysis is greatly simplified in looking at it but that it makes an excellent point. It costs money to fund the cost of living adjustments that way.

Mr. Penner began his presentation by giving a brief economic review. Mr. Penner said that on a state basis they do commercial and residential loans and the volume has been real steady over the last 3 or 4 years. Mr. Penner said that last year they had purchased about $15 million in commercial loans and that is actually a little lower than what had been purchased in the two previous years. Projections for this year are back in the $18 to $20 million range. Mr. Penner said that in terms of the national economy, according to the GDP numbers, the numbers are very good and that the economy is doing very well. The fed is threatening to increase interest rates and may have at their last meeting if it was not for some events taking place in Asia. Mr. Penner said that because of what is going on in Asia, there is a tightening mode. Mr. Penner said that the events in Asia are caused by excessive growth that is unchecked. Most of Asia is growing at 8 - 11 percent per year and they don't have a lot of controls and in some cases they are very thin in management, both at the corporate level and at the governmental level. Mr. Penner said that he doesn't feel that the situation in Asia is going to change over the next 3 - 12 months.

Mr. Penner then referred to the handouts he had presented. He said that our STIP fund is about a billion dollars and we probably invest between $70 and $100 million a day. Mr. Penner then referred to the Retirement Fund Bond Pool chart and explained that this report was done for the Board of Investments on a quarterly basis, but encourages everyone to focus on the long term numbers. Mr. Penner stated that until recently, most retirement systems only bought US government securities and did not buy corporate bonds. Mr. Penner explained the residential mortgages program and explained that they buy loans from financial institutions in Montana and re-underwrite the loan. He stated that TRS owns about 45 percent of this program and that the current balance is about $186 million. Because Montanans pay their mortgage bills, the loss on this is next to nothing. Next Mr. Penner reported on the MTCP performance and explained that it was very difficult to meet the S & P 500 index, particularly since they have invested in technology in a significant way and that fluctuates drastically from one quarter to another. Mr. Penner said that we don't have as much fluctuation because we are basically buying large companies.

Mr. Penner said that the common stock pool has grown at a dramatic rate.

Mr. Penner then presented a graph that showed the venture capital. He said that the venture capital portion of our portfolio is very small, less than one percent. Mr. Penner said that they will be putting another $20 million into Brinson Partners fund. Venture capital has done very well. Over a longer period of time, venture capital will return about 50 percent more than the stock market. Mr. Penner said that their long term objective with this portfolio was 15 percent and that with common stocks it was 10 percent. Over the last three years they have gotten almost 30 percent per year.

Mr. Penner discussed the fact that our fund is 50/50. The average for a pension fund of this size is probably a little higher than where we are. The average representation for a large pension fund is probably in the 60 - 65 percent range. Two funds recently got into equities. Until the last 12 months, neither of those funds had any equities in their retirement assets by state law. There are a couple of states that are a little over 70. Mr. Penner said that he had just returned from a conference where one of the main topics of discussion was where to cap equities or should equities by capped. He also explained how it is hard to switch from stocks to bonds. Mr. Penner feels that we have seen the highs for this year in the market.

Mr. Penner explained that the philosophy of the Board of Investments is to buy and hold, it is very long term, it is a mix of value and growth, S & P 500 and the Board has authorized them to buy shares in any S & P 500 company. Any company that is not on the S & P 500 they can buy it, but they have to take it to the Board at the next meeting for their ratification. Turnover is about 30 percent.

Chairman Cowan thanked Mr. Penner and Mr. South for their presentation to the Board.

Chairman Cowan acknowledged and welcomed the new Board members, Jima Severson and Jim Turcotte and welcomed Virginia Egli back to another term on the Board, this time as the retired representative on the Board.

Executive Director's Report. Actuarial Experience Study - Revised Assumptions - Mr. Senn summarized the report that we received from the actuary and explained why an experience study is done. These reports are done so that we can make adjustments to accommodate for changes in the system. The report just confirmed what we already knew and recommends that our investment rate remain at 8 percent and recommends that the merit increase be changed to 1 percent and the salary increase be changed to 5 percent. Mr. Senn said that any further adjustment would require an intensive review of the membership on an individual basis. Mr. Stuber moved to accept finding of the actuary and adopt the economic assumptions. Mr. Turcotte seconded. Motion carried.

1997 - 98 Annual Budget - Mr. Senn said that although the budget had been approved by the Board, the 1997 legislature had removed TRS from the appropriation process, so

a new budget has been revised. The new budget includes the imaging process, but KPMG had made an error in calculating the cost and the new budget is about $90,000.00 higher than originally planned. Mr. Sheppard explained to the Board the difference that the error made and that this error was a one time expenditure. Mr. Stuber moved to adopt the revised budget as presented. Mr. Cross seconded. Motion carried.

Federal Compliance Report - Mr. Senn reported that Ice Miller found TRS to be very much in compliance with the federal laws and regulations in order to maintain the system as a qualified plan. The recommendations for change were mostly cosmetic and required some legislative changes to explain how we comply with the federal laws. Termination pay is problematic and one-for-five service may need to be done away with. Staff will be working on some proposed legislation for the Board's approval at the February meeting.

Legislative Committee on Public Employees Retirement Systems - Mr. Senn said that the committee has been assigned the task of designing a new or revised public employees retirement system. Mr. Senn said that if they do a good job, it could become a model for all other public systems throughout the state. A consulting actuary, ASA, has been hired and some public meetings have been held. The public meetings have shown that there is not much public interest in changes in the plan. Mr. Senn will keep the board informed of the activity of this committee.

Legislative Audit Report - Mr. Senn said that the legislative auditors had sent a second group of auditors to audit our data processing system. There were no recommendations on the financial audit, but there have not completed the data processing audit yet. Mr. Senn believes that they will find a very strong system, but that the documentation is lacking. We have known this since the beginning and this has been explained to the auditors. We have not paid the computer corporation for the module on documentation that they have not yet delivered. The financial compliance audit will be out next month and when the data processing audit is released, copies will be provided to the Board.

GABA - Guaranteed Automatic Benefit Adjustments - Mr. Senn met with the MEA benefits committee and they asked how much money would it save if we changed the system to provide a 30 year retirement to all new members instead of the 25 year retirement that we have today. Making that change would save some money and the cost of new members benefits would be less because they would work five years longer, but it does not save anything on the unfunded liabilities. The savings is only 24/100 of a percent. The second thing that we had asked the actuary for was the cost of a one and one-half percent GABA, which is what PERS received in the last session. We asked the actuary for a one and one-half percent GABA with a one-half percent employee contribution. We would need an additional $15 million per year and that would increase as salaries increased. Ms. Severson suggested that we may want to join together with other groups or other states to come up with suggestions. Mr. Stuber said that he would prefer to work within Teachers' Retirement.

Mr. Bilodeau said that MEA would like to pursue this rather formally with the TRS board. He said that they hoped that TRS might appoint a subcommittee to look at alternative funding sources for a GABA and some other mechanisms to provide for a post-retirement adjustment and some other ideas about how to introduce defined contribution options into the existing TRS structure. He said that MEA is interested in seeing if there are actuarial sound ways to accomplish both. Mr. Cowan suggested that Mr. Bilodeau and Mr. Senn meet and discuss these issues and then present a report to the board at the next meeting.

The meeting was recessed for a short break.

The meeting reconvened.

Individual Petitions.

Rodney Svee - Mr. Senn introduced Mr. Svee and explained that he has been before the Board several times and has provided proposed language to change his contract. In Mr. Svee's letter of November 14, 1997, he gave the present wording. Mr. Senn stated that there was not much difference between the present wording and the proposed wording and that the proposed wording was not really helpful in solving the problem that we have had in the past. Mr. Svee addressed the Board and explained that he has no hesitation about taking out the section of separate payments. Mr. Svee said that the reconsideration that he is asking for is not a reconsideration of the September action, but is asking for consideration for language for this present year and the future so that when he is ready to retire, he is not faced with questions. Mr. Svee has spoken to the school board chair about the changes in the contract language and that is not a problem. If the wording is acceptable to the Board, he asks for a motion so that he can take the proposed wording back to his school board. The second issue is the amount that is to be returned to him. He said that he would like to discuss this because he doesn't want to leave the system in actuarial difficulties. Chairman Cowan asked Mr. Svee if his request was to withdraw the reconsideration of the Board's prior action in September. Mr. Svee said yes. Chairman Cowan said that the Board's prior action would stand and that Mr. Svee was withdrawing his request and that further action was not necessary. Chairman Cowan said that staff was not prepared to address the issue of the content of his contract and Chairman Cowan's suggestion was that Mr. Svee work with staff on the contract issues. Mr. Svee provided copies of the items in question as far as the amount that was paid to TRS by Mr. Svee and are due back to him, with interest and said that his question was whether there was a problem with leaving the system in bad shape. The Board thanked Mr. Svee for his concern and advised him that this would not cause a problem for the fund. Mr. Senn asked for clarification on what staff was work with Mr. Svee on. Mr. Senn stated that his understanding was that staff would work on the contract language so that the contract reads in accordance with Teachers' Retirement laws as far as compensation is concerned and secondly that Mr. Svee was proposing that the money that had been refunded to Mr. Svee on what staff had determined earlier was reported in error that money would be returned to the Teachers' Retirement System. Mr. Svee said that if that was appropriate, that was what he was asking.

Great Falls Public Schools - Reconsideration - Mr. Ben Lamb appeared on behalf of the Great Falls Public Schools and announced that this would be his last appearance before the Board because he was retiring at the end of December. Mr. Lamb stated that he was asking for a reconsideration on their petition and handed out a letter outlining the summary of events leading to the petition for reconsideration. Mr. Lamb requests that they be allowed to include the imputed value of the life insurance as earned compensation. Mr. Stuber moved to table to allow counsel time to review. Mr. Cross seconded. Motion carried.

Frank Loehding - Reconsideration - Mr. Senn gave the board a summary of the issues in Mr. Loehding's case and distributed a spread sheet to help the Board understand what TRS had been told by the payroll office about what had been reported to TRS. Mr. Loehding said that we make assumptions. He said that money from his salary went into a flex plan to cover insurance and states that he should be allowed to have this amount reported to TRS. Mr. Senn stated that there were some issues that needed clarification, some documentation that we needed to obtain and that we had obtained some of the documentation at the last minute. Mr. Cross moved to table. Ms. Severson seconded. Motion carried. Chairman Cowan advised Mr. Loehding that this would give him an opportunity to work with staff to resolve this issue.

John L. Borer - Working Retiree - Mr. Senn advised the board that Mr. Borer was a retiree working part- time teaching drivers' ed and some other courses. Mr. Borer was caught up in some moves by the district to change things and ended up with income in one fiscal year which exceeded the one-third earnings by $769.00. Mr. Senn explained that a strict interpretation of the law would mean that benefits would stop altogether and that the retiree would not be eligible for benefits until the part-time employment was terminated. Because it was an error that caused the retiree to exceed the one-third earnings, the Board's policy has been to require that the employer and employee contributions be paid and that the benefit stops for the fiscal year and then starts again the first of July. Mr. Borer has asked the Board to either waive those amounts or any other resolution. Mr. Borer explained that he really didn't have a choice in the matter because of scheduling conflicts. Mr. Senn advised that there was really no other provision under the law and proposed that the $1,359.88 be deducted over a two year period of time, beginning with the December, 1997, payment. Mr. Stuber moved to allow Mr. Borer to repay the $1,359.88 over a two year period of time. Mr. Turcotte seconded. Motion carried.

David Dale - Working Retiree - Mr. Senn gave a summary of Mr. Dale's appeal to the Board, which is very similar to the previous petition of Mr. Borer. The total amount to be recovered in Mr. Dale's case is $838.00. Mr. Stuber moved to collect the money in the same manner as the previous case. Mr. Cross seconded. Motion carried.

Family Law Orders - FLO's were received and approved for Eugene R. Comes, Frederick A. McKee and Calvin M. Ray.

Legal Counsel Report.

Rodney Blain - Ms. Hammill reported that the decision was included in the packets provided to the Board. Mr. Hammill stated that she does not feel that this will impact future decisions, but she would like to file a Petition for Judicial Review to see what a district court judge would do with the opinion. Mr. Senn agrees. The board agreed that Ms. Hammill should file a Petition.

Taxation of Disability Benefits - Department of Revenue - Ms. Hammill said that she still has not received a written opinion from the Department of Revenue. She said that she will make one more request and then if we don't receive a response, her thought is to ask Ice Miller to confirm what we think about disability benefits.

Contested Cases - Progress Report - The Helena District Court case is on schedule and it is in court and oral arguments are at the end of January. There are some briefs due in December. Ms. Hammill said that, hopefully Judge Sherlock will uphold the Hearing Officer's decision. In Mr. Murray's case Ms. Hammill reported that there was a new Hearing Office assigned to the case and she hope that we will see a decision in that by June.

Other Business.

Next Meeting Dates - February 20, 1998 and May 8, 1998 - Chairman Cowan asked if anyone had any conflicts. Mr. Stuber requested that the May meeting be moved to May 1, 1998, as he has a conflict. The Board agreed that May 1, 1998, would be agreeable.

Out of State Travel Request - Requests were submitted to the Board for David Senn to travel to Washington, DC, for the legislative committee for the National Council of Teachers' Retirement and Tammy Rau to San Antonio, TX, for GFOA Account Workshop. Mr. Stuber moved to approve the travel requests, Mr. Turcotte seconded. Motion carried.

Personnel Policies - Mr. Senn explained that the personnel policies provided to the Board were updated and included some changes because of legislation. Mr. Stuber moved to approve the updated personnel policies. Mr. Cross seconded. Motion carried.

Conversion of Data Processing System - Mr. Senn explained that Mr. Sheppard had covered this topic fairly extensively the day before at the new Board member orientation meeting. BeneSys Corp has changed their market direction but that TRS is not in a "panic" situation, that we have a couple of years to make a decision.

Classification of Staff Positions - The Board has been working on the classification of staff positions for some time and one of the things that staff was authorized to do at the September meeting was to contract with a personnel specialist to review the classification of all of the positions at TRS. Mr. Senn said that the specialist that we hired, Frank Graham, has not yet presented us with enough documentation to present to the Board. Mr. Senn explained that he and Mr. Hammill would be meeting with Mr. Graham next week.

Financial Statements, Budget, Delinquent Agency and Travel Reports - Mr. Senn referred the Board to the items included in their packet and handed out the employment disclosure forms for the Board to complete.

NCTR Conference Report - Mr. Senn, Mr. Cross and Mr. Stuber reported on the NCTR Conference in Philadelphia. This conference was the 75th anniversary of NCTR. One of the major topics was a defined benefit versus a defined contribution plan. Most plans are going to a defined benefit plan.

Annual Per Diem Reports - Mr. Senn distributed the per diem reports.

Approval of Applications and Benefits.
Regular, Survivorship and Adjustments - Mr. Senn reported that there was nothing remarkable or of particular notice in the reports. Mr. Stuber moved to approve the report. Ms. Severson seconded. Motion carried.

The meeting was adjourned at 12:10 for lunch.

The meeting reconvened at 1:45 PM.

Disabilities.
The Chairman directed the meeting be closed since the individual's right to privacy of information pertaining to disability benefits clearly exceeds the merits of public disclosure.

The meeting was reopened to the public.

> Suzan Lord - Mr. Cross moved to approve the disability application. Mr. Turcotte seconded the motion that was carried by the Board.
>
> Mary Gettel - Mr. Stuber moved to table the disability application pending further review by Dr. McEvoy. Ms. Severson seconded the motion that was carried by the Board.
>
> Joan Weber - Mr. Stuber moved to approve the disability application. Ms. Severson seconded the motion that was carried by the Board.
>
> William Bodine - Mr. Stuber moved to accept recommendation to disapprove the disability application. The motion died with no second. Ms. Severson moved to table the disability application and that any new information be presented to Dr. McEvoy for another review. Mr. Turcotte seconded the motion that was carried by the Board.

Ms. Egli suggested that it would be helpful to know the chronological order of the medical information for the disability applicants. Mr. Senn stated that we will list the dates of the

doctor's letters that were received in each case without any detail about the contents of the letter.

The meeting adjourned at 3:15 P.M.

Chairman

Executive Director

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
08/01/1997	REG	A	ERICKSON, GEORGE W	TROY	25.03			1,001.46	49
08/01/1997	REG	N	GARY, FRANCIS M	BUTTE	26.00	4,221.68	1	1,402.14	51
08/01/1997	REG	A	HANSON, JACK E	BOZEMAN	26.38	12,217.86	1	1,452.30	51
08/01/1997	REG	A	HERBSTER, DOUGLAS LEE	BOZEMAN	32.95	19,708.19	1	3,140.45	65
08/01/1997	REG	C	STROHMEYER, ERIC R	BOZEMAN	30.00	38,097.09	1	3,590.95	55
09/01/1997	DTH	A	SULLIVAN, LILA B	BROADUS	20.89			770.42	59
09/01/1997	ERLY	N	BARDEN, G LORRAINE	BROWNING	13.00	437.50	3	483.37	55
09/01/1997	REG	A	HAKER, RONALD J	WORDEN	29.00	3,508.35	1	1,310.45	49
09/01/1997	REG	N	HARVEY, DALE G	KALISPELL	28.00	13,263.83	3	1,711.72	65
09/01/1997	REG	A	OLSON, JAMES F	ANACONDA	26.00			1,123.46	56
09/01/1997	REG	6	POLSEN, VIRGINIA L	MILES CITY	25.21	1,423.87	3	1,032.96	51
09/01/1997	REG	N	REAM, ROBERT R	MISSOULA	31.11	25,869.59	1	3,628.45	61
09/01/1997	REG	N	SMITH, DARLENE F	MISSOULA	40.87	34,055.94	1	4,446.49	62
09/01/1997	REG	6	TRUMBULL, JEANNE C	KALISPELL	12.73	992.97	2	270.55	60
10/01/1997	DTH	A	HUNTER, FRANCES A	LEWISTOWN	32.05	8,121.00	1	1,835.66	52
10/01/1997	REG	B	BRINKMAN, DELFRED D	BILLINGS	34.88	30,981.97	1	3,100.59	61
10/01/1997	REG	B	STRAND, CHARLES R	LIVINGSTON	30.22	11,307.88	1	2,153.68	52
10/01/1997	REG	N	TIERNEY, MARY L	BUTTE	7.30			137.79	60

TOTAL APPLICATIONS	45
TOTAL TERMINATION PAY	378,441.79
AVERAGE TERMINATION PAY	8,409.82
AVERAGE MONTHLY BENEFIT	1,417.45
AVERAGE AGE	56
AVERAGE SERVICE	23.16

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	GE
10/01/1993	ERLY	A	BLAIR, KENNETH W	HAVRE	14.03			270.45	50
12/01/1993	ERLY	N	JENNINGS, PATRICIA ANN	BOZEMAN	18.00	2,443.71	1	497.33	55
07/01/1996	REG	A	DODSON, WILLIAM F	LIBBY	7.00			179.73	60
03/01/1997	DIS	A	BUXBAUM, DONNA R	SAVAGE	16.00			600.28	42
03/01/1997	DIS	N	FOX, JOYCE E	BILLINGS	11.37			634.10	47
03/01/1997	ERLY	A	MEYER, CHARLES P	HARLOWTON	13.47			292.73	54
06/01/1997	DIS	B	CHRISTIANSON, CHARLES B	BOX ELDER	6.00	10,968.42	2	694.31	56
06/01/1997	ERLY	N	BODINE, WILLIAM DOUGLAS	ENNIS	18.13			596.71	54
06/01/1997	REG	N	ADAMSON, DIANA M	SHELBY	29.00			1,435.38	55
06/01/1997	REG	C	GOLLEHON, MARY ALICE	BROWNING	24.26	1,955.63	1	1,246.85	46
06/01/1997	REG	A	GOODAN, EDWARD A	SHELBY	39.00			1,611.18	61
06/01/1997	REG	N	HOLLAND, GAYLE E	MILES CITY	7.94	1,736.35	3	389.38	61
07/01/1997	ERLY	C	BOSTROM, CHARLES H	WEST YELLOWSTONE	10.00	2,119.96	3	352.96	53
07/01/1997	ERLY	N	ESTENSON, JOELLEN	COLUMBIA FALLS	24.59	5,859.50	3	1,740.40	57
07/01/1997	ERLY	N	FEELEY, CAROLE J	KALISPELL	15.33			364.28	53
07/01/1997	ERLY	N	HOK, JEROME R	KALISPELL	6.02			202.71	55
07/01/1997	REG	A	CUSKER, HENRY JAMES	MISSOULA	40.68	14,706.60	1	2,431.55	65
07/01/1997	REG	N	FERGUSON, LARRY R	BUTTE	33.67	18,173.76	1	2,257.59	57
07/01/1997	REG	B	PAGETT, LARRY M	MISSOULA	36.00	11,766.00	1	1,811.25	57
07/01/1997	REG	6	STENTOFT, GRETA R	SCOBEY	7.18	1,232.29	2	96.59	69
07/01/1997	REG	N	WALL, RONALD F	BILLINGS	28.00	9,460.96	1	1,573.67	61
07/01/1997	REG	A	WEBER, DAVID W	MISSOULA	26.00	16,064.38	1	2,016.64	56
08/01/1997	ERLY	C	NELSEN, MARGARET SUE	BROADVIEW	15.40	500.00	3	285.42	50
08/01/1997	REG	C	BALLANTYNE, LARRY R	SIDNEY	27.00	7,666.03	1	1,747.23	55
08/01/1997	REG	B	BEKKER, GERALD C	HAVRE	31.61	29,848.97	1	2,709.23	56
08/01/1997	REG	A	CASAGRANDA, LEROY J	BOZEMAN	38.00	24,383.12	1	3,346.95	62
08/01/1997	REG	B	CORRO, RAYMOND L	MISSOULA	26.89	15,348.39	1	1,807.53	65

TEACHERS' RETIREMENT BOARD MEETING
February 20, 1998

Chairman Stuber called the meeting to order at 9:00 a.m. in the office of the Teachers' Retirement System. Those present were:

Rick Stuber, Chairman
E. Joseph Cross
Virginia Egli
Jima Severson
Jim Turcotte
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

Carroll South, Board of Investment - Tom Bilodeau, MEA - Jody May, MSU Bozeman - Frank Loehding, Individual Petitioner - Bud Malee, Montana Federation of Teachers - Scott McCullough, Billings Education Association.

Approval of Agenda.
Mr. Senn asked to add an action item to the other business section relating to the Minnie Fullam account. Mr. Senn also stated that under Action Item A, III, Ice Miller Recommendations and Other Legislation, there would not be any other legislation requiring Board action. Ms. Severson moved to adopt the agenda as presented with the corrections, Mr. Cross seconded, motion carried.

Approval of Minutes for November 21, 1997.
Chairman Stuber asked for additions or corrections to the minutes of November 21, 1997. Mr. Cross moved to approve, Mr. Turcotte seconded, motion carried. The minutes will stand approved.

Election of Vice-Chairman.
With former Chairman Cowan's resignation from the Board, the vice-chairman position is now vacant. Chairman Stuber called for moninations for the vacant position. Ms. Severson nominated Mr. Cross, Mr. Turcotte seconded the nomination. Mr. Turcotte moved to close the nominations, Ms. Severson seconded. Mr. Cross was elected vice-chairman.

Board of Investments - Carroll South - Mr. South stated that he had been invited to discuss two items, the building that the Board of Investments is building and the book value accounting problem that he discussed at the last meeting. Mr. South explained how the Board of Investments became involved in equity real estate as a means of diversification

of the portfolio. Mr. South also explained that the Board of Investment's present location has been sold and BOI is going to have to relocate. In working with the Department of Administration to find space for the Board of Investments. The Board of Investments decided to respond to an RFP to build office space. Their proposal was selected. To avoid conflicts, the building will not belong to the Board of Investments until the occupancy permit is issued.

The second issued that Mr. South had been asked to discuss was the book value of the stock pool. Mr. South explained that the book value for the stocks is artificially low because the pool was established 17 years ago. Major purchases were in the pool at that time and those purchases are still recorded as the unit cost of the pool. Because of this, the value of the pool is about $678 million more than the combined book value of all the participant units. The problem is who owns the difference. The Board of Investments has asked the auditor to come in and help them determine, prior to the next session, what book value really means. Mr. Senn explained that it does not affect the TRS fund balance because we already recording these assets at market value in our financial statements.

Executive Director's Report. Ice Miller's Recommendations - Mr. Senn summarized the recommendations received from Ice Miller and explained what TRS needs to do to carry out these recommendations. Mr. Senn asked the Board for direction to continue to work with the Ice Miller attorneys, to request a determination letter from the IRS, request a private letter ruling, and work with our delegation to ask for their support. Ms. Severson moved to direct Mr. Senn to do what was necessary, Mr. Turcotte seconded. Motion passed. Mr. Senn directed further discussion to the draft legislation.

Resolutions of Appreciation - Resolutions of Appreciation for former Board members Mr. Cowan, Mr. Kranick and Ms. Oftedahl were presented by Mr. Senn. Mr. Cross moved that the Board sign the resolutions, Ms. Severson seconded, motion carried. The resolutions were circulated for signature, will be made into lithographed plaques and presented to the former Board members.

Legislative Audit Reports - Chairman Stuber referred the Board to the information attached to the Board packet.

Committee on Public Employees' Retirement Systems - Chairman Stuber referred the Board to the information attached to the Board packet.

Uniform Law for Public Pension Plans - Mr. Senn said that he did not know if this issue would be brought forward to the Montana Legislature. Mr. Senn said that if it was, he would need to know the Board's position.

Family Law Orders - Family Law Orders were received and approved for Neil J Connole, Richard T. Robiscoe, Michael L. Christensen and Thomas T. Zwick.

Legal Counsel Report.
Contested Case Hearings - Helena School District #1 - Ms. Hammill advised that this case has been continued by Judge Sherlock, but there is a hearing scheduled on Wednesday, February 25, 1998.

Rodney Blain - Ms. Hammill advised that this case is in District Court and we are waiting for Judge Sherlock to set a briefing schedule. Ms. Hammill anticipated that this would be done within the next two months.

Raymond Murray - Ms. Hamill said that Mr. Senn and Mr. Warren had accompanied her to oral argument on this case on January 10, 1998, and the case is under submission. Ms Hammill said that she hopes to see a decision from the hearings officer by this fall.

The meeting was recessed for a short break.

The meeting reconvened.

Individual Petitions.
Frank Loehding - Mr. Senn gave the board a summary of the issues in Mr. Loehding's case. Mr. Loehding gave some background on the case and then asked that his case be tabled until the Helena School District case is settled. Mr. Warren, Ms. Hammill and Mr. Senn explained to Mr. Loehding that his case was different from the Helena School District case and that the decision in the Helena School District case was not going to impact Mr. Loehding's case. Mr. Turcotte moved to table Mr. Loehding's individual petition, Mr. Cross seconded. Motion carried.

Rodney Svee - Mr. Svee was not present. Mr. Senn stated that this matter was before the Board for conclusion. Staff recommends that the Board accept the certification from the district that the in-district travel allowance is now part of the administrators' contract salary amount. Mr. Cross moved that the travel allowances be accepted as earned compensation, Ms. Severson seconded, motion carried.

Other Business.
Committee Reports & Proposed Committees - Personnel Committee - Report of Classification of TRS Positions - Mr. Cross stated that the Board had contracted with Mr. Frank Graham to review all staff positions. Mr. Cross asked Mr. Senn to summarize for the Board Mr. Graham's findings. Mr. Senn gave some background, explained the reports that were attached to the Board packet, the budget changes and recommended that the Board adopt the classification, grade and budget changes. Mr. Turcotte moved to adopt the classification, grade and budget recommendations, Ms. Egli seconded, motion carried.

Chairman Stuber stated that there was a vacant position on the personnel committee and asked for a volunteer. Ms. Egli volunteered and was appointed to the committee.

Proposed Committees - At the last Board meeting, suggestions were made for some

additional committees, one of which was a cost of living increase committee. Mr. Senn gave an overview of the options. Mr. Cross asked Mr. Bilodeau what MEA's intent was. Mr. Bilodeau advised that their committee was to meet later this month and that they supported a 1.5% GABA and would be looking for a sponsor. Mr. Stuber said that he would like to see coordinated efforts for a united front on a bill. Ms. Severson volunteered to assist with this.

Suggestions had also been made for a budget committee. The Board agreed that there is no need for a budget committee.

Out-of-State Travel - National Association of Public Pension Attorneys, June 25 - 26, 1998 - Newport, Rhode Island - Ms. Severson moved to approve out-of-state travel to send Vivian Hammill to this meeting, Mr. Cross seconded, motion carried.

Public Retirement Information System Managers, May 10-14, 1998, Nashville, Tennessee - Ms. Severson moved to approve out-of-state travel to send Rod Sheppard to this meeting, Mr. Turcotte seconded, motion carried.

Office Space - Rental rate and additional space needs - Mr. Senn stated that our contract with the Department of Administration to rent the basement expired July, 1997. The previous rental rate was $7.00 per square foot. Market rate is between $8.50 - $9.00 per square foot. Mr. Senn explained that staff was going to have to expand to keep up with the workload. He said that he would be looking at restructuring the existing staff to make staff more specialized. We also need more private offices so that our members can discuss financial matters in private. Mr. Senn recommended a contract to rent the basement at $8.50 per square foot, effective March 1, 1998, expiring July 1, 1999, and with terms that allow the contract to be terminated earlier with 30 day notice. Mr. Cross moved to approve, Ms. Severson seconded, motion carried.

Next Meeting Dates - The next meetings are scheduled for May 1, 1998 and September 11, 1998.

Minnie Fullam Account - The Minnie Fullam account is a fund that was bequeathed to the Teachers' Retirement System to be used to help fund a retirement home for teachers. There was never enough money for a retirement home, but Ms. Fullam left instructions that if a retirement home could not be built, that TRS should use the money in a way that would benefit the members of the Teachers' Retirement System. Mr. Senn explained that over the years we have purchased some computer equipment, updated computer systems, etc. At this time the book value of the fund was around $54,000.00 and we would like to use the funds to offset the cost of the imaging system, a cost that was approved by the Board at the last meeting. This does not change the bottom line of the budget or what is being spent for imaging. It helps solve the accounting problem of keeping this fund separate. Ms. Egli moved to use the Minnie Fullam account for the imaging system and close the account, Mr. Cross seconded, motion carried.

Other Legislative Proposals - MEA has suggested a DROP plan. Mr. Senn gave an overview of a DROP plan and Mr. Bilodeau distributed information and offered a brief explanation.

Report on Imaging and Internet Development - Rod Sheppard reported to the Board on the imaging system and explained how the school districts can be linked to TRS for reporting through the Internet. Mr. Sheppard explained that the data would not be stored on the Internet site, but would be down loaded to our office. The target date for this is September 1, 1998. School districts will still be able to submit reports done by hand. Mr. Sheppard then offered an imaging demonstration.

The meeting recessed at 11:40 AM for the imaging demonstration and lunch.

The meeting resumed at 1:30 PM.

Other Legislative Proposals - Mr. Senn referred the Board to the enclosure that was sent with the Board packet for details.

Financial Statements, Budget and Delinquent Agency Reports - Mr. Senn referred the Board members to the information that was included in their packet. Mr. Senn clarified that the Minnie Fullam account was included in the financial statements.

Approval of Applications and Benefits.

Regular, Survivorship and Adjustments - Mr. Senn reported that there was nothing remarkable or of particular notice in the reports. Mr. Cross moved to approve the report, Mr. Turcotte seconded, motion carried.

Disabilities.

The Chairman directed the meeting be closed to review the disability applications since the individual's right to privacy of information pertaining to disability benefits clearly exceeds the merits of public disclosure.

The meeting was reopened to the public.

> Mary Gettel - Ms. Severson moved to table, Ms. Egli seconded. The motion was carried by the Board.
>
> Merri Pasquinzo - Mr. Cross moved to conditionally approve the application pending final report, Mr. Turcotte seconded. The motion was carried by the Board.
>
> Dawn Thrasher - Ms. Severson moved to table, Ms. Egli seconded. The motion was carried by the Board.

Disability Process - Mr. Senn explained to the Board that there were two changes that

would help staff with the process of disability applications. One would be to establish an earlier cut off date for submitting disability applications. Members have been allowed two weeks, but it would be more helpful if it could be backed up to three weeks. The second item that would be helpful would be to allow staff to go ahead and approve the benefits for those cases where there is no question about the disability. The second item requires a change in the legislation, if the Board agrees. Ms. Egli moved to adjust the time limit for submitting disability documentation to three weeks. The motion was not seconded. Ms. Severson moved to adjust the time limit for submitting disability documentation to four weeks, Mr. Turcotte seconded. Motion carried. Mr. Turcotte moved to have staff pursue changes discussed to statute §19-20-901, Ms. Severson approved, motion carried.

The meeting adjourned at 2:00 P.M.

Chairman

Executive Director

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
10/01/1987	ERLY	A	SNYDER, NANCY R	GREAT FALLS	21.00			385.77	50
02/01/1997	DTH	A	MULLER, LINDA J	KALISPELL	10.82			300.04	51
04/01/1997	DIS	N	WEBER, JOAN R	ASHLAND	8.23			431.94	55
04/01/1997	ERLY	N	LEBRUN, CONNIE L	BILLINGS	12.00			247.12	50
07/01/1997	DIS	A	LORD, SUZAN L	ULM	10.64	56.84	3	473.30	54
07/01/1997	ERLY	N	WHITEMAN, THERESA A	LODGE GRASS	14.00	1,434.44	2	427.73	51
07/01/1997	REG	N	GIBLIN, SYLVIA C	BILLINGS	25.44	16,772.15	1	1,786.82	56
07/01/1997	REG	N	KIVELA, TERRY J	BUTTE	25.00	18,140.72	1	1,535.90	50
07/01/1997	REG	C	SUTTON, GERALDINE B	BOZEMAN	19.86	22,255.56	1	1,607.17	65
09/01/1997	DTH	A	JOHNSON, EMILY E	KALISPELL	5.39			85.26	17
09/01/1997	DTH	A	JOHNSON, MICHAEL K	KALISPELL	5.39			85.58	19
10/01/1997	REG	B	EVENSON, DAVID H		27.10	17,816.98	1	1,624.07	54
10/01/1997	REG	A	LININGER, JANICE M	LEWISTOWN	12.00			95.96	60
11/01/1997	ERLY	B	DAMM, REUBEN C	HAVRE	14.00			160.23	58
11/01/1997	ERLY	N	MCKINLEY, GIB K	JOPLIN	21.00			825.87	50
11/01/1997	REG	A	CLANIN, CLAYTON DOUGLAS	GREAT FALLS	42.11	4,987.54	1	2,608.39	65
11/01/1997	REG	N	DAHINDEN, KENNETH J	SUPERIOR	35.19	3,300.00	3	2,184.23	59
11/01/1997	REG	N	LEHNHERR, GRACE E	BILLINGS	25.00	9,289.02	3	1,313.53	55
11/01/1997	REG	6	SPAULDING, NELLIE F	LIBBY	6.00	579.22	2	64.76	60
11/01/1997	REG	N	THORNTON, LAWRENCE A	MISSOULA	7.99			249.31	60
12/01/1997	REG	N	ALME, ELIZABETH J	HELENA	7.03			111.45	60
12/01/1997	REG	N	LOWNEY, JEANNE E	ANACONDA	35.33			1,765.39	58
12/01/1997	REG	N	SHIPLET, JACQUELINE MARIE	LIVINGSTON	36.86	19,040.69	1	2,179.38	59
01/01/1998	ERLY	N	PETERSON, WENDY C	POLSON	21.21	2,792.10	3	767.78	50
01/01/1998	REG	A	BECKER, MICHAEL G	BOZEMAN	28.61	11,729.91	1	1,576.85	60
01/01/1998	REG	N	HUDSPETH, MARY K	LIBBY	18.49			772.78	62
01/01/1998	REG	A	JOHNSON, ROY M JR	BOZEMAN	28.67	24,909.44	1	2,895.29	66

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09:50                                   TRS Retirement Applications

  Date      TYPE-RET  OPTION  NAME                      EMPLOYER          SERVICE  Termination   OPT   MONTHLY    AGE
 Retired                                                  CITY                       Pay Amnt           BENEFIT

01/01/1998   REG        A     LAMB, EARL B              GREAT FALLS        38.64    21,000.00    1     3,577.97   62

01/01/1998   REG        N     ODERMANN, ROBERT V        BUTTE              25.55    20,267.40    3     2,054.19   51

01/01/1998   REG        N     SULLIVAN, TIMOTHY E       BUTTE              34.60    39,670.37    1     3,342.87   56


TOTAL APPLICATIONS               30

TOTAL TERMINATION PAY    234,042.38

AVERAGE TERMINATION PAY    7,801.41

AVERAGE MONTHLY BENEFIT    1,184.56

AVERAGE AGE                      54

AVERAGE SERVICE               20.77
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04/23/1998
11:58

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
05/01/1987	REG	N	MILNE, BRUCE G	VALIER	19.00			184.72	60
10/01/1987	ERLY	A	SNYDER, NANCY R	GREAT FALLS	21.00			385.77	50
10/01/1991	ERLY	N	ROSE, SHARON E	COLUMBIA FALLS	20.33			576.88	52
04/01/1992	ERLY	N	EFTA, MICHAEL A	ST REGIS	14.00			161.44	50
11/01/1996	ERLY	B	UMBACH, EILEEN M	HARLOWTON	12.91			102.95	50
06/01/1997	ERLY	B	JUNEAU, CAROL L	HEART BUTTE	19.81	1,216.93	2	712.22	52
07/01/1997	ERLY	A	HALLOCK, COLLEEN A	OPHEIM	18.34	12,100.00	3	460.62	50
07/01/1997	ERLY	A	OPHUS, JAN E	HAVRE	7.00	9,141.85	3	300.66	51
07/01/1997	REG	C	SUTTON, GERALDINE B	BOZEMAN	19.86	22,255.56	1	1,607.17	65
09/01/1997	ERLY	A	FALLON, GREGORY G	HAVRE	6.78	2,063.27	3	204.60	50
12/01/1997	REG	N	SHIPLET, JACQUELINE MARIE	LIVINGSTON	36.86	19,040.69	1	2,179.38	59
01/01/1998	ERLY	N	PETERSON, WENDY C	POLSON	21.21	2,792.10	3	767.78	50
01/01/1998	REG	A	BECKER, MICHAEL G	BOZEMAN	28.61	11,729.91	1	1,618.42	60
01/01/1998	REG	N	HUDSPETH, MARY K	LIBBY	18.49			772.78	62
01/01/1998	REG	A	JOHNSON, ROY M JR	BOZEMAN	28.67	24,909.44	1	2,895.29	66
01/01/1998	REG	A	LAMB, EARL B	GREAT FALLS	38.64	21,000.00	1	3,577.97	62
01/01/1998	REG	N	ODERMANN, ROBERT V	BUTTE	25.66	20,267.40	3	2,054.19	51
01/01/1998	REG	N	SULLIVAN, TIMOTHY E	BUTTE	34.60	39,670.37	1	3,342.87	56
02/01/1998	ERLY	N	ROBERTS, CHARLES E	LAVINA	15.70			402.15	52
02/01/1998	ERLY	A	RUKAVINA, JERRY S	GREAT FALLS	20.97	7,210.98	1	649.58	50
02/01/1998	REG	B	CLARK, MELISS BROWN	BIG FORK	26.53	2,612.25	1	1,306.94	56
02/01/1998	REG	N	RUBINO, JANET L	GREAT FALLS	27.79	6,380.22	1	1,330.12	56
02/01/1998	REG	B	ULSHER, SALLIE BOWEN	BUTTE	27.50	14,597.80	1	1,563.80	51
03/01/1998	DTH	A	MALONEY, SHEILA ANNE	MISSOULA	22.71	10,774.13	1	1,306.70	54
03/01/1998	ERLY	A	WEBB, THOMAS JR	HELENA	11.10			176.66	58
03/01/1998	REG	A	BENZIE, ROBERT W JR	BILLINGS	7.70			79.65	62
03/01/1998	REG	N	FLAGAN, ROGER W	BILLINGS	27.11	26,225.22	1	2,055.38	49

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
03/01/1998	REG	N	RITTER, BARBARA BRENNAN	SIDNEY	9.74			274.72	60
03/01/1998	REG	N	ROSLING, BERNARD L	SOMERS	27.90	16,109.60	1	2,479.24	50
03/01/1998	REG	N	STURM, JAMES G	MISSOULA	14.00			424.19	60
04/01/1998	DTH	A	BRAATEN, DARLENE S	GREAT FALLS	39.63	7,232.39	1	2,016.21	53
04/01/1998	ERLY	N	PUNCHES, ROBERT S	MISSOULA	22.93	5,672.33	2	993.90	50
04/01/1998	REG	6	LUDTKE, JUDITH R	GREAT FALLS	34.50			1,263.15	62
04/01/1998	REG	N	PRICE, ANNA L	BOZEMAN	32.22	17,557.50	1	2,146.84	62

TOTAL APPLICATIONS	34
TOTAL TERMINATION PAY	300,559.94
AVERAGE TERMINATION PAY	8,840.00
AVERAGE MONTHLY BENEFIT	1,187.50
AVERAGE AGE	55
AVERAGE SERVICE	22.35

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Date Ret	TYPE	OPTION	NAME	EMPL CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1991	REG	N	MILLER, GLORIA W	LEWISTOWN	25.28	11,412.60	1	967.50	49
07/01/1998	REG	N	MABBOTT, GRAMAE [illegible]	VICTOR	6.00			57.50	60
11/01/19[illegible]	REG		[illegible]	BOZEMAN	5.22			258.36	60
07/01/1997	ERLY	B	MORTON, WADE E	LODGE GRASS	7.28			204.62	52
04/01/1998	ERLY	A	PRICE, JAMES E	BELGRADE	24.00	16,107.98	3	973.79	58
04/01/1998	REG	N	MICHOTTE, FAM[illegible]	BILLINGS	24.55	9,750.65	1	1,422.94	60
04/01/1998	REG	N	WOLLAN, GARY L	CUT BANK	21.11			723.20	60
05/01/1998	DTH	A	HART, LUANA A	MISSOULA	30.82	15,108.00	1	1,957.37	47
05/01/1998	REG	A	MULCAHY, WILLIAM	HELENA	28.27	15,727.80	1	1,690.19	57
06/01/1998	ERLY	A	CRAIG, JAMES B	POPLAR	17.70	3,984.37	3	554.85	50
06/01/1998	ERLY	N	GOODWIN, ADDIE M	ASHLAND	21.56	1,107.32	1	817.33	58
06/01/1998	ERLY	A	HARDGROVE, TANYA A	CUSTER	16.63	1,237.50	1	427.43	55
06/01/1998	ERLY	N	MCLINDEN, PATRICK H	POPLAR	22.20	134.12	1	794.95	51
06/01/1998	ERLY	N	OMAN, SHARON E	VALIER	7.00			157.31	53
06/01/1998	ERLY	N	ORCUTT, TOMIKO	CONRAD	22.11			806.03	55
06/01/1998	REG	N	ANDERSEN, JOAN V	FROMBERG	11.84	3,495.25	1	379.90	61
06/01/1998	REG	N	ARNDT, FREDERICK R	FAIRVIEW	33.00	2,850.00	1	1,742.37	55
06/01/1998	REG	A	BERGMAN, ALVAN C	DRUMMOND	22.00	15,000.00	3	1,118.04	68
06/01/1998	REG	N	BJERTNESS, BERNICE O	BOZEMAN	12.82			426.76	60
06/01/1998	REG	N	BROST, KAY M	BROADUS	28.91	4,320.00	3	1,237.24	59
06/01/1998	REG	S	CARLSON, CLAUDE [illegible]	CIRCLE	27.50	5,000.00	3	1,247.49	51
06/01/1998	REG	B	CARTER, BYRON A	CONRAD	29.92	1,500.00	1	1,310.69	55
06/01/1998	REG	B	CARTER, JANICE M	CONRAD	27.00	1,500.00	1	1,214.03	48
06/01/1998	REG	N	CLAP[illegible], IRENE [illegible]	MALTA[illegible]	17.48	550.04	2	416.47	61
06/01/1998	REG	N	CLEMENTS, HELEN M	HARLOWTON	35.33			1,464.14	62
06/01/1998	REG	N	COLLINS, DIANE [illegible]	THREE F[illegible]	27.00	1,350.00	2	1,511.50	59
[illegible]	[illegible]		[illegible]	ROSE[illegible]	26.00			1,069.30	55

[illegible]	[redacted]	[illegible]	[illegible]	[illegible] [redacted]	SERVICE	[illegible]	OPT	[illegible] BENE [redacted]	AGE
06/01/1998	REG	N	DARLING, SANDRA	GLENDI	33.13	6,500.00	3	1,694.07	53
06/01/1998	REG	N	DEMPSEY, JANICE M	WOLF CR	25.88	1,000.00	3	1,076.01	64
06/01/1998	REG	A	[illegible]	ROUNDUP	33.00	17,101.00	1	[illegible]	55
06/01/1998	REG	A	DIETRICH, RUDOLF W	BOZEMAN	29.38	16,604.00	1	1,861.24	65
06/01/1998	REG	N	DIMAS, BERNADETTE J	POPLAR	23.00			1,243.37	63
06/01/1998	REG	A	DRUMHELLER, JOHN	BOZEMAN	36.00	47,603.86	1	4,673.27	66
06/01/1998	REG	N	EGGERT, NORMAN H	BOZEMAN	31.88	16,000.00	1	2,287.17	59
06/01/1998	REG	N	FELLON, DALE E	PLENTYWO	24.77	4,224.38	3	1,155.93	46
06/01/1998	REG	C	GAMAS, CAROLEE B	GLASGOW	37.23	8,000.00	3	1,672.93	62
06/01/1998	REG	N	GOLDHAHN, ANN	SIMMS	27.85	1,200.00	1	2,085.91	50
06/01/1998	REG	N	HARNER, KENNETH D	BOZEMAN	31.89	24,140.31	1	3,519.37	59
06/01/1998	REG	N	HARRINGTON, HENRY F	MISSOUL	26.35	22,047.31	1	2,068.48	54
06/01/1998	REG	N	HILT, D'ARLENE ANN	DUTTON	31.52	9,000.00	3	1,542.65	61
06/01/1998	REG	N	HYATT, MARIANNE L	BROADUS	30.00	4,320.00	3	1,284.71	57
06/01/1998	REG	A	JARSHA, JOHN W	BUTTE	26.79			963.20	58
06/01/1998	REG	N	JENSEN, JUDY A	PLENTYWOOD	24.87	3,935.03	1	1,140.11	65
06/01/1998	REG	N	KARGE, EILEEN C	WOLF POINT	30.74	4,532.21	1	1,693.81	53
06/01/1998	REG	A	KUNTZ, THOMAS A	CULBER[illegible]	26.00	3,530.63	1	1,384.21	50
06/01/1998	REG	B	LARSON, FERN E	GILDFORD	13.94			533.08	60
06/01/1998	REG	N	LENT, LUENA F	HARDIN	30.00			1,289.15	63
06/01/1998	REG	N	LOGAN, SYLVIA JANE	GREAT [illegible]	6.44			95.52	60
06/01/1998	REG	N	MAYBERRY, ROBERT C	BILLINGS	9.00	4,535.20	1	552.98	64
06/01/1998	REG	B	MCLOUTH, WILLIAM E	CIRCLE	26.67	13,388.00	3	1,312.76	57
06/01/1998	REG	N	MILLER, KATHLEEN [illegible]	[illegible]	26.00	12,355.51	1	1,940.87	55
06/01/1998	REG	A	MITCHELL, THOMAS M	TOWNSEND	29.78			1,285.99	53
06/01/1998	REG	A	MORAN, THOMAS E	MALTA	39.92	3,865.26	1	1,796.37	62
[illegible]	[illegible]	A	[illegible]	[illegible]	31.00	4,071.19	1	[illegible]	54

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				EMPLOYER CITY		SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1998	REG	4	[illegible] YVONNE C	POPLAR		27.72	3,243.73	1	1,535.69	53
06/01/1998	REG	I	RIME, RICHARD HENE	GLENDIVE		28.00	6,500.00	3	1,253.60	50
[illegible]	REG		RUSSETTE, FRANCES	BOX ELDER		26.08	17,523.30	3	1,412.43	61
06/01/1998	REG	A	SAGER, WILLIAM L	WILSALL		26.00	600.00	3	1,020.35	48
06/01/1998	REG	A	SANCHEZ, JULIO	HAVRE		9.00	3,223.20	1	415.73	60
06/01/1998	REG	N	SCOTT, EVELYN W	FRAZER		24.00	4,688.94	1	1,186.97	63
06/01/1998	REG	A	SKEPRITT, GEORGE D	GLENDIVE		35.92			1,574.54	59
06/01/1998	REG	N	STEELE, LUCETTA	CIRCLE		25.00	13,107.50	3	1,209.45	49
06/01/1998	REG	A	THOMPSON, DONALD WALTER	CONRAD		25.83	1,500.00	3	1,333.35	51
06/01/1998	REG	N	THOMPSON, MARILAND RAYE	HARLEM		31.00	18,586.46	3	1,533.95	55
06/01/1998	REG	6	TUCKER, PHILOMAYNE	HAYS		9.75	2,911.92	3	479.16	60
06/01/1998	REG	N	TWITCHELL, EVA MARIE	JORDAN		27.08			682.75	50
06/01/1998	REG	C	VETTER, ANTON	SIDNEY		33.00	7,205.61	1	1,846.13	57
06/01/1998	REG	N	WALKER, DIANNA L	SIMMS		24.67			1,118.93	53
06/01/1998	REG	N	WALKER-RILEY, JUANITA R	HARDIN		28.00			1,564.77	61
06/01/1998	REG	N	WESTERVELT, ROYAL A	HARLEM		26.39	21,160.32	3	1,273.07	52
06/01/1998	REG	N	WOLFF, KAREN C	CIRCLE		30.00	14,171.00	3	1,506.22	50
06/01/1998	REG	A	WOODBURY, GEORGE WALLIS J	MISSOULA		34.00	20,425.91	1	2,691.38	60
06/01/1998	REG	A	WORCESTER, SAMUEL A	BUTTE		9.00	6,267.14	1	669.84	62
07/01/1998	DIS	6	BIRD, BARBARA ANN	BROWNING		17.50			992.30	47
07/01/1998	ERLY	N	APPLEBURY, JESSE ANGELA	MISSOULA		11.91	10,163.58	1	337.00	50
07/01/1998	ERLY	N	ARONSON, BEVERLY J	KALISPELL		18.77	3,316.68	1	567.74	54
07/01/1998	ERLY	N	BRATLAND, LILA J	CIRCLE		19.20	1,067.21	1	236.48	53
07/01/1998	ERLY	N	CLAYTON, BARBARA [illegible]	[illegible]		16.75	420.23	3	616.29	55
07/01/1998	ERLY	N	COLBERG, JANET [illegible]	[illegible]		22.00	12,962.69	1	1,177.24	56
07/01/1998	ERLY	N	EGGERT, JEANNE [illegible]	[illegible]		23.00	12,763.76	1	917.19	59
[illegible]	[illegible]	A	[illegible]		[illegible]	14.19	5,480.00	3	327.12	50

[illegible] [redacted] [redacted]

Date Ret	[redacted]		Name	EMPL CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY / BENEFIT	AGE
07/01/1998	ERLY	A	EVANS, KELL	DEER L	23.83			1,447.96	50
07/01/1998	ERLY	N	EVANS, LYNNDA	LIBBY	20.67	9,701.37	1	857.14	50
[illegible]	ER		[illegible]SEN,	LIBBY	15.57	2,954.42	3	266.24	56
07/01/1998	ERLY	N	HUMMEL, CYNTHIA M	BILLINGS	14.55	9,115.90	1	759.10	57
07/01/1998	ERLY	N	KING, ROGER P	AUGUSTA	6.00			403.63	59
07/01/1998	ERLY	N	LOPORTO, BEVERL	LIVINGST	6.00	430.43	3	313.66	55
07/01/1998	ERLY	A	MADDEN, JOHN D	MISSOULA	24.00	16,579.00	1	1,786.34	55
07/01/1998	ERLY	A	MORTON, PATRICIA R	COLUMBIA ALLS	12.08			332.12	54
07/01/1998	ERLY	A	PATTON, LOIS J	MISSOULA	20.00	6,894.57	1	1,007.47	58
07/01/1998	ERLY	B	SHAFER, LYNN D	BIG TIMBER	14.55	4,599.52	1	714.65	59
07/01/1998	ERLY	A	SMITH, DANIEL J	MISSOULA	8.74	4,092.00	1	411.37	57
07/01/1998	ERLY	N	STEEN, AUDREY	GREAT FA	24.21	5,690.05	1	1,106.15	56
07/01/1998	ERLY	N	STOVER, ROSAN W	BOZEMAN	21.66	8,626.80	1	1,241.90	59
07/01/1998	ERLY	A	SWINDLEHURST, CAROLYN C	LIVINGSTON	15.39	5,935.25	1	713.70	54
07/01/1998	ERLY	N	TONKOVICH, JEANNE M	GREAT FA	23.81	10,141.69	1	1,343.11	57
07/01/1998	ERLY	A	WATKINS, DAVID WAYNE	MILES CIT	22.01	19,097.12	1	1,194.06	55
07/01/1998	ERLY	A	WOLFE, BARBARA B	HELENA	19.09	5,962.32	1	848.23	59
07/01/1998	ERLY	N	ZUKLIC, BARBARA I	BILLINGS	16.99			614.52	56
07/01/1998	REG	N	ALLEN, RALPH L	MISSOULA	25.19	4,826.96	1	1,464.88	61
07/01/1998	REG	N	ANDERSEN, KAREN M	CASCADE	27.57	1,444.32	3	1,280.80	56
07/01/1998	REG		ARNDT, DENNIS C	GREAT FA	33.97	6,146.04	3	[illegible]	59
07/01/1998	REG	A	BENTLEY, ALAN F	BILLINGS	19.39	8,378.26	1	1,368.33	65
07/01/1998	REG	A	BERTELSEN, DARYL	HAVRE	27.00	3,600.62	3	1,714.58	57
[illegible]	REG		[illegible], JOAN M	CHARLO	27.00	1,695.00	1	1,244.93	51
07/01/1998	REG	A	BLOCK, JACOB A	POLSON	41.92	21,917.97	1	4,304.50	64
07/01/1998	REG	Q	BLOMQUIST, RONALD	JOPLIN	30.00	7,018.94	3	1,740.41	52
			[illegible]	[illegible]	33.11	[illegible]	1	[illegible]	[illegible]

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Date Res	[illegible]	[illegible]	NAME	[illegible]	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	BOS, DONALD P	GLENDIVE	29.00	6,500.00	3	1,298.90	51
07/01/1998	REG	A	BOYCE, LYNN A	ANACONDA	33.56			1,702.10	61
07/01/1998	REG	[illegible]	BOYER, WILLIAM [illegible]	BOZEMAN	31.00	31,387.68	1	2,711.21	53
07/01/1998	REG	A	BOYLE, EUGENE O JR	KALISPELL	31.00	18,559.86	3	2,225.92	56
07/01/1998	REG	A	BRADFORD, JACK L	KALISPEL	34.79	9,647.76	1	1,782.00	60
07/01/1998	REG	A	BRADFORD, SANDRA	KALISPEL	30.29	18,847.43	3	1,684.52	54
07/01/1998	REG	N	BRADSHAW, BARBARA L	PHILIPSBURG	25.38	24,133.00	3	1,213.85	60
07/01/1998	REG	A	BROCKLEBANK, (BEVERLEY) R	BILLINGS	27.00	18,442.59	1	1,789.94	52
07/01/1998	REG	N	BRODIE, DARLENE M	BUTTE	24.07			325.77	60
07/01/1998	REG	A	BROWN, DEE L	COLUMBIA FALLS	27.00			1,347.31	49
07/01/1998	REG	N	BROWN, ELAINE C	BUTTE	33.00	17,075.26	1	2,029.61	60
07/01/1998	REG	A	BROWN, GEORGE DOUGLAS	BILLINGS	30.00	18,828.09	1	1,603.91	54
07/01/1998	REG	A	BUCK, CHARLES L	BILLINGS	34.32	21,335.31	1	2,238.97	56
07/01/1998	REG	A	BURGER, ROBERT A	MISSOULA	31.00	22,393.24	1	2,083.31	66
07/01/1998	REG	N	BUTTON, MICHAEL S	SUNBURST	25.00	6,944.56	1	1,357.20	47
07/01/1998	REG	B	CABOT, LESLIE JAMES	DENTON	28.00			1,648.29	52
07/01/1998	REG	N	CAREY, ARTHUR E	BOZEMAN	29.65	21,200.23	1	2,011.07	54
07/01/1998	REG	N	CAREY, KJESTINE	BOZEMAN	24.56	17,637.40	1	1,647.02	65
07/01/1998	REG	N	CARLISLE, MARILYN G	MISSOULA	37.00	15,417.90	1	2,706.03	58
07/01/1998	REG	C	CARR, CAROL A	KALISPEL	19.03	3,151.70	1	470.02	64
07/01/1998	REG	N	CASEY, JAMES R	GREAT FA	30.00	10,484.16	1	2,382.74	53
07/01/1998	REG	N	CHANDLER, NANCY M	BOZEMAN	26.50	9,533.22	1	1,855.51	62
07/01/1998	REG	B	CHERY, ALLEN W SR	ROUNDUP	28.00	9,139.78	1	1,771.93	58
07/01/1998	REG	N	CHESTNUT, MARY ANN	KALISPEL	25.08	15,019.51	1	1,715.41	58
07/01/1998	REG	A	CHRISTENSEN, NEAL	HELENA	34.00	6,000.00	1	1,752.86	65
07/01/1998	REG	N	COLLINS, WILLIAM	GREAT FA	34.00	10,484.16	1	2,095.00	56
[illegible]	REG	[illegible]	[illegible]	[illegible]	31.56	[illegible]	1	[illegible]	58

Date Ret [illegible]	[illegible]	[illegible]	Name	Employer City	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	A	CONNORS, PATRI[illegible]	HELENA	39.95	18,488.76	3	2,211.11	66
07/01/1998	REG	B	CONWAY, ARLENE LOU	HAVRE	22.16	6,667.40	1	1,008.02	60
07/01/1998	REG	[illegible]	[illegible]	KALISPE	24.20	751.51	3	1,067.69	67
07/01/1998	REG	N	CRADDOCK, LOIS JEAN	BUTTE	18.47			226.55	61
07/01/1998	REG	B	CRADDOCK, PERCY T	BUTTE	30.70	19,942.68	1	1,920.61	62
07/01/1998	REG	N	CROGHAN, ROLAND E	LINCOLN	10.00	14,763.05	3	394.72	62
07/01/1998	REG	N	CROSS, CATHERINE W	BILLINGS	14.66	10,450.34	1	846.01	52
07/01/1998	REG	N	DARSOW, RICHARD E	LIBBY	26.74	7,787.94	1	1,624.33	51
07/01/1998	REG	A	DAVIS, RICHARD A	KALISPEL	27.00	18,411.38	3	1,807.16	50
07/01/1998	REG	C	DAWES, EDWARD A	HELENA	26.96	13,503.71	3	1,356.83	49
07/01/1998	REG	N	DELLWO, ROBERT M	BOULDER	26.00	932.57	1	1,445.72	49
07/01/1998	REG	N	DEMMONS, THOMAS T	MISSOULA	31.93	15,333.00	1	2,291.47	54
07/01/1998	REG	N	DEMONTIGNY, MARGARET	MILES CIT	33.10	5,115.07	1	1,817.19	65
07/01/1998	REG	N	DEXTER, THORA A	BILLINGS	25.22	660.00	2	1,130.81	62
07/01/1998	REG	N	DIMICK, JOAN R	BILLINGS	22.50	19,188.58	1	1,635.72	62
07/01/1998	REG	A	DOBYNS, J LEE	COLUMBUS	12.55	1,097.76	1	577.95	63
07/01/1998	REG	A	DONAHUE, WILLIAM A	LIBBY	26.00	14,606.73	1	2,147.46	48
07/01/1998	REG	[illegible]	CRYE, GARY T	ARLEE	27.00	4,912.25	1	1,441.87	49
07/01/1998	REG	N	DULANEY, RONALD ARTHUR	MISSOULA	25.00	14,850.53	1	1,865.59	52
07/01/1998	REG	N	DUNN, DOROTHY D	BUTTE	29.00			1,357.98	53
07/01/1998	REG	N	DURYEE, MAR[illegible]	GREAT F	20.53			827.53	61
07/01/1998	REG	N	ECKHART, KATHLEEN E	MISSOULA	27.00	11,255.14	1	1,471.73	53
07/01/1998	REG	A	ELLIOTT, RONALD C	HELENA	29.88	19,821.81	1	1,944.78	61
07/01/1998	REG	N	ELLIOTT, SHIRLEY W	BOULDER	30.32	3,815.44	1	1,708.67	56
07/01/1998	REG	N	ERICKSON, DAVID R	LIBBY	31.00	4,146.48	1	1,746.15	54
07/01/1998	REG	A	ERKENS, CAROL A	BILLINGS	21.44	21,176.43	1	1,312.19	60
[illegible]	REG	[illegible]	[illegible], MAR	BILLINGS	32.77	21,926.32	1	2,568.33	54

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Date Retire	T		Name	EMP CI	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	EVANS, GARY D	LIBBY	29.56	14,442.69	1	2,286.39	51
07/01/1998	REG	N	EVERHARD, CATHERINE	ANACONDA	35.00			1,590.38	58
07/01/1998	REG	N	FANNING, DOROTHY	GREAT	31.00	10,484.16	1	1,711.79	53
07/01/1998	REG	N	FELTON, RALPH L	BILLINGS	32.16	21,270.44	1	2,368.99	61
07/01/1998	REG	C	FERO, SUSAN E	HELENA	25.51	10,128.90	1	1,241.76	53
07/01/1998	REG	N	FIEHRER, MARY ANN E	HELENA	32.61	12,146.07	1	2,148.43	58
07/01/1998	REG	N	FILCHER, JACK D	STEVENSVILLE	27.77			1,716.68	54
07/01/1998	REG	N	FLANAGAN, DARRIS R	SOMERS	24.13	7,500.00	1	1,532.80	47
07/01/1998	REG	C	FRANK, HAROLD G	BILLINGS	29.55	19,286.80	1	1,698.50	52
07/01/1998	REG	C	FREEBURY, GARY E	KALISPELL	39.00	13,165.59	1	2,487.88	62
07/01/1998	REG	A	GALLAGHER, RICHARD F	RONAN	30.26	5,000.00	1	2,179.49	56
07/01/1998	REG	N	GALLINGER, JAMES F	BILLINGS	32.66	25,682.37	1	2,425.71	57
07/01/1998	REG	N	GARRIGUES, MARTHA L	GREAT FALLS	27.77	7,603.06	1	1,752.15	61
07/01/1998	REG	A	GILMAN, PAULINE T	TWIN BRIDGES	15.81	8,000.00	3	857.76	62
07/01/1998	REG	N	GIOP, JOHN F JR	BUTTE	29.77	20,828.98	1	1,967.03	56
07/01/1998	REG	A	GOODMAN, WALTER M	HELENA	34.88	15,145.87	1	2,047.08	58
07/01/1998	REG	N	GREEN, M (JOANNE)	BUTTE	11.45	2,308.56	1	546.88	65
07/01/1998	REG	N	GRESENS, IRA	FORSYTH	29.00	11,736.00	1	1,439.06	51
07/01/1998	REG	N	GREY, CARMEN J	POLSON	28.50	3,700.80	1	2,236.98	51
07/01/1998	REG	A	HABECK, E DIANNE	TROY	24.88	4,150.00	3	1,019.91	55
07/01/1998	REG	A	HADLOCK, JUDITH	BIGFORK	26.46	4,965.94	1	1,260.09	56
07/01/1998	REG	N	HAGEN, NORMAN J	SAND COULEE	27.95	6,041.46	3	1,909.66	56
07/01/1998	REG	N	HAHN, CURTIS R		31.00	27,118.84	1	2,519.43	54
07/01/1998	REG		HALVORSEN, ROBERT	LIBBY	31.00	13,180.36	1	1,375.21	59
07/01/1998	REG	A	HANES, JACK ALLEN	BIGFORK	24.88	4,644.99	3	1,024.40	62
07/01/1998	REG	N	HANSON, SHIRLEY L	HAVRE	31.00	8,144.00	1	1,837.35	53
07/01/1998	REG	[illegible]	HAWES, JANE [illegible]	BOZEMAN	25.88	9,053.30	1	1,372.54	59

Date Ret	TYPE RE	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	HEASTON, MICHAEL	RONAN	25.77	4,350.00	1	1,463.07	50
07/01/1998	REG	C	HEDGE, DONNA J	COLUMBIA FALLS	15.44	898.17	1	250.33	62
07/01/1998	REG	N	HELLER, GAIL ANN	KALISPEL	27.86	1,458.09	1	1,179.38	52
07/01/1998	REG	N	HELVEY, PATRICIA B	HELENA	32.00	7,599.64	1	1,850.56	63
07/01/1998	REG	N	HERMAN, ROBERT JAY JR	FORT BENTON	31.80			1,323.20	55
07/01/1998	REG	N	HINZ, ESTHER L	SUPERIOR	27.33	3,025.00	3	1,152.55	52
07/01/1998	REG	N	HOLLAND, MARLENE M	BUTTE	33.67	761.30	3	1,550.27	62
07/01/1998	REG	A	HOLLING, HARRY H	KALISPELL	26.50	20,091.20	3	1,616.91	59
07/01/1998	REG	N	HOUG, ROBERT D	WOLF POINT	5.00			285.65	69
07/01/1998	REG	6	HUDSPETH, BEVERLY ANN	GREAT FALLS	26.00	224.26	3	1,329.57	60
07/01/1998	REG	N	JAGIELLO, ALICE M	COLSTRIP	25.00	28,810.24	3	2,135.43	48
07/01/1998	REG	N	JAMES, KATIE R	RONAN	20.02	750.00	3	1,211.70	65
07/01/1998	REG	A	JENKINS, LOUISE C	CUSTER	26.00	10,831.36	1	1,731.49	59
07/01/1998	REG	N	JOHNSON, PATRICIA A	GREAT FALLS	30.61	3,359.25	1	1,492.95	56
07/01/1998	REG	B	JONASEN, RICHARD A	DILLON	34.94	18,833.00	1	2,970.66	57
07/01/1998	REG	C	JONES, EILEEN C	BILLINGS	38.00	23,001.56	1	2,547.24	60
07/01/1998	REG	A	JORGENSEN, PAUL D	KALISPELL	30.00	18,675.72	3	1,904.25	53
07/01/1998	REG	N	JOVANOVICH, RONALD S	FORT BENTON	28.53			1,218.82	51
07/01/1998	REG	N	KELIM, VIVIAN J	BILLINGS	24.88	22,684.22	1	1,772.39	66
07/01/1998	REG	N	KELLY, DIANA H	BOZEMAN	9.34	1,328.80	3	133.47	68
07/01/1998	REG	N	KERR, CARRIE M	BILLINGS	25.00	15,701.05	1	1,777.11	54
07/01/1998	REG	N	KLARICH, DAVID E	BILLINGS	25.71	21,596.43	1	1,983.56	50
07/01/1998	REG	N	KONECNY, ROSENA M	BUTTE	25.00	15,640.50	1	1,526.15	47
07/01/1998	REG	A	KOPS, IDA JOYCE	HAVRE	36.88	8,144.00	1	1,977.00	59
07/01/1998	REG	B	KURTZ, ANITA W	FORSYTH	26.88	8,153.05	1	1,201.90	55
07/01/1998	REG	N	LALANNE, BETTY A	BUTTE	37.33	21,114.68	1	2,354.01	65
07/01/1998	REG	[illegible]	LANGE, [illegible]	[illegible]	30.88	8,665.20	3	1,900.75	55

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Date Retired	TYPE	[illegible]	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	LARSON, PAMELA M	BILLINGS	29.38	14,564.19	1	2,081.46	56
07/01/1998	REG	B	LAUGHLIN, ROBERT	ANACONDA	36.00			1,553.34	60
07/01/1998	REG		LEE, PATRICK [illegible]	KALISPELL	29.91	19,148.68	3	2,279.89	53
07/01/1998	REG	N	LEIK, KATHLEEN A	HELENA	28.88	16,535.83	1	1,637.42	64
07/01/1998	REG	N	LENINGTON, MARILYN A	BILLINGS	30.77	19,145.15	1	2,253.40	53
07/01/1998	REG	N	LINDERMAN, KATHLEEN	WHITEFISH	24.88			1,410.90	47
07/01/1998	REG	B	LOVE, JAMES M	MILES CITY	19.39	4,845.50	1	928.70	64
07/01/1998	REG	N	LOWNEY, JUNE M	BILLINGS	29.00	52,516.49	1	3,509.31	62
07/01/1998	REG	A	LOWRY, JOAN M	WEST YELLOWSTONE	28.88	5,290.00	3	1,314.44	63
07/01/1998	REG	A	LYON, SUSAN J	CASCADE	27.00	1,354.05	1	1,112.89	61
07/01/1998	REG	N	MADDEN, CORAL W	GREAT FALLS	27.77	8,612.29	1	1,417.50	65
07/01/1998	REG	[illegible]	MADSEN, PEGGY P	BILLINGS	19.39	12,720.07	1	1,003.59	60
07/01/1998	REG	C	MANAGHAN, C DAVID	COLUMBIA FALLS	30.88	6,682.00	1	2,241.64	54
07/01/1998	REG	C	MANNING, GARY LEE	KALISPELL	25.50	19,511.65	1	1,608.11	49
07/01/1998	REG	N	MARKWALD, RUSSELL	SIDNEY	25.00	7,205.62	1	1,325.06	51
07/01/1998	REG	B	MARTIN, DAN R	GLENDIVE	25.00	18,923.84	1	2,271.63	47
07/01/1998	REG	A	MARTIN, GARY F	GLASGOW	38.92	9,000.00	3	3,031.38	62
07/01/1998	REG	N	MARTIN, JEAN M	GREAT FALLS	34.00	1,233.43	1	1,949.39	57
07/01/1998	REG	N	MCDOWELL, HELEN	HELENA	24.74	3,924.61	1	1,323.90	46
07/01/1998	REG	N	MCFARLAND, CONNIE W	COLUMBIA FALLS	25.66			1,732.31	55
07/01/1998	REG	N	MCKENTY, DAN	BROWNING	27.00	4,008.30	1	1,629.85	49
07/01/1998	REG	N	MCKINNEY, LARRY L	MISSOULA	33.00	12,291.30	1	1,839.08	56
07/01/1998	REG	A	MCNEES, ROBERT J	GREAT FALLS	36.42	12,595.85	1	2,574.69	59
07/01/1998	REG		MEGERTH, ROGER	BILLINGS	36.99	27,599.57	1	2,677.24	62
07/01/1998	REG	A	MENAHAN, WILLIAM	ANACONDA	34.00			1,539.17	62
07/01/1998	REG	A	METZKER, SUSAN J	BILLINGS	30.63	13,278.66	1	1,613.21	56
07/01/1998	REG		MILLER, JOHN	BILLINGS	32.50	25,708.86	1	2,295.33	53

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07/01/1998	REG	N	MILLER, PATRICI	LAUREL	30.88	4,050.10	1	1,798.39	53
07/01/1998	REG	N	MILLER, PATSY R	BOZEMAN	23.88			1,293.48	57
07/01/1998	REG	N	MILLER, ROGER	BUTTE	39.56	12,556.89	1	3,258.93	53
07/01/1998	REG	N	MOOS, TED R	HELENA	37.88	16,375.12	1	2,567.98	61
07/01/1998	REG	A	MUNK, JOHN L	STEVENSVILLE	35.75	12,600.00	1	2,304.46	61
07/01/1998	REG	A	MUSGROVE, JOHN L	HAVRE	27.59	7,036.80	1	1,308.38	56
07/01/1998	REG	6	MYLLYMAKI, ARLENE	KALISPELL	20.00	15,742.50	1	1,529.55	57
07/01/1998	REG	A	NESLADEK, JAMES G	POLSON	25.00	3,180.75	1	1,177.12	50
07/01/1998	REG	6	NEWGARD, KAROL	POLSON	25.05	3,105.75	3	1,206.37	62
07/01/1998	REG	A	NEWGARD, MYRTLE JEAN	POLSON	24.99	2,821.80	1	1,094.96	52
07/01/1998	REG	A	NICHOLAS, RONALD L	STEVENSVILLE	25.88			1,765.74	48
07/01/1998	REG	N	NICKISH, BEVERLY	DARBY	27.88	11,276.40	2	1,309.88	58
07/01/1998	REG	B	OBER, MAYME D	SHELBY	31.00			1,385.79	52
07/01/1998	REG	N	OBERLITNER, JOHN H	POLSON	33.77	3,334.95	1	1,974.87	64
07/01/1998	REG	N	OLSON, BETTY-JEAN	MEDICINE LAKE	39.00	3,082.36	3	2,094.37	64
07/01/1998	REG	N	PARKE-RICK, H (HELEN) LYN	GREAT FALLS	26.89	628.36	3	1,303.63	53
07/01/1998	REG	A	PARRETT, GEORGE L	BUTTE	39.00	28,514.15	1	2,604.60	65
07/01/1998	REG	N	PARRETT, MARILYN	BUTTE	25.31	3,057.88	1	1,190.13	54
07/01/1998	REG	N	PASCAVAGE, CHARLES J	BUTTE	28.00	22,000.78	3	1,500.75	55
07/01/1998	REG	A	PASQUARELLO, ROBERT C	BILLINGS	31.00	22,610.62	1	1,978.84	53
07/01/1998	REG	A	PATTON, WILLIAM	MISSOULA	36.00	19,473.99	1	2,809.31	62
07/01/1998	REG	N	PAUL, SHARON LOU	BUTTE	30.17	10,427.00	1	1,803.46	59
07/01/1998	REG	B	PAULSON, MARIAN A	BOZEMAN	22.40	5,293.63	1	1,000.55	60
07/01/1998	REG	N	PETERSON, HELEN	LIVING	39.22	13,730.50	1	2,337.70	60
07/01/1998	REG	A	PETERSON, WILLIAM R	CASCADE	34.44	1,345.38	3	1,429.76	58
07/01/1998	REG	N	PICCO, FREDRICK L	LEWISTOWN	26.99	20,564.73	1	1,784.07	51
[illegible]	REG		[illegible], DONALD	LIVING	29.00	12,092.50	1	1,520.25	57

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07/01/1998	REG	A	POND, VERNON R	BIGFORK	29.00	3,400.11	1	1,348.92	59
07/01/1998	REG	B	POWELL, LOIS E	GREAT FALLS	27.36			1,172.50	56
07/01/1998	REG	C	RAUSCH, PHYLLIS	KALISPELL	33.88	17,050.21	1	1,132.88	62
07/01/1998	REG	N	RAY, GARY F	ROUNDUP	32.88	12,844.50	1	2,007.11	55
07/01/1998	REG	C	REAVELY, NEAL T	BOZEMAN	31.56	8,337.55	1	1,827.18	59
07/01/1998	REG	N	REED, JANET E	GREAT FALLS	25.85	1,933.85	3	1,211.89	47
07/01/1998	REG	N	RICHARDSON, SHARON L	MISSOULA	29.00	14,952.00	1	1,980.05	65
07/01/1998	REG	N	ROESTI, LINDA J	RAMSAY	25.38	2,826.58	1	1,054.75	51
07/01/1998	REG	N	ROLL, WARREN (DUANE	GREAT FALLS	28.00	10,484.06	1	1,889.62	49
07/01/1998	REG	N	ROSELL, ANTOINETTE F	BILLINGS	42.50	27,893.12	1	3,270.71	71
07/01/1998	REG	N	ROST, MURIEL LYNN	MILES CITY	32.00	6,134.93	1	1,691.56	57
07/01/1998	REG	N	RUDE, BETTY J	MISSOULA	33.00			1,597.47	57
07/01/1998	REG	B	RUE, KENNETH H	GREAT FALLS	25.50	6,727.80	1	1,437.27	53
07/01/1998	REG	N	SALISBURY, RUTH M	EUREKA	9.65	667.95	2	231.85	74
07/01/1998	REG	N	SANDERS, JOHN L	FORTINE	21.68			658.72	61
07/01/1998	REG	A	SCHAMP, SHARON ANN	GREAT FALLS	29.97	4,056.49	1	1,257.50	61
07/01/1998	REG	A	SCHAUF, KEITH C	ST REGIS	24.95	500.00	1	1,340.16	52
07/01/1998	REG	N	SCHRUMPF, CLARICE E	BILLINGS	31.00	18,580.02	1	2,245.29	65
07/01/1998	REG	A	SCOLES, VIVIAN L	BILLINGS	31.85	49,724.23	1	2,950.48	56
07/01/1998	REG	N	SENN, PAUL M	GREAT FALLS	29.97	8,744.59	1	1,540.29	56
07/01/1998	REG	N	SHARP, BONNIE M	THOMPSON FALLS	39.22	4,433.31	1	1,997.61	59
07/01/1998	REG	A	SHARSTROM, DAVID R	LEWISTOWN	23.00	17,358.19	3	1,598.48	47
07/01/1998	REG	C	SHIKANY, KEITH W	BILLINGS	35.00	20,604.71	1	2,347.90	57
07/01/1998	REG	B	SHURE, WILLIAM	HELENA	35.00	5,603.16	1	1,336.80	51
07/01/1998	REG	N	SIMPSON, BRUCE	RONAN	28.00	3,475.00	1	1,644.55	51
07/01/1998	REG	C	SLABAUGH, DONALD	KALISPELL	25.27	14,073.20	1	1,243.12	57
[illegible]	REG	A	SLONAKER, ROBERT	RONAN	27.00	7,212.80	3	[illegible]	[illegible]

Date Retired	TYPE-RE		NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	SMITH, LONNIE H	RONAN	34.29	4,325.00	3	1,774.26	56
07/01/1998	REG	N	SMITH, MARIE J	RONAN	24.77	4,250.00	3	1,583.01	57
07/01/1998	REG	-	[illegible]	MISSOULA	25.00	3,744.00	1	1,926.65	46
07/01/1998	REG	N	SPRINGER, CAROL M	BILLINGS	22.60	20,159.97	1	2,235.42	58
07/01/1998	REG	N	STELIN, MARIE LOUISE	VICTOR	6.55	1,831.29	1	261.83	71
07/01/1998	REG	B	STEPHENS, JOAN M	STEVENSVILLE	38.54	12,600.00	1	2,036.67	60
07/01/1998	REG	C	STEPHENSON, DAVID R	LIBBY	31.00	12,906.38	1	2,292.92	55
07/01/1998	REG	N	STICKNEY, GREGORY C	LIBBY	26.00	6,498.25	1	1,335.95	49
07/01/1998	REG	B	STIFFLER, WAYNE F	FAIRFIELD	27.00	1,954.00	1	1,639.71	51
07/01/1998	REG	B	STILLMAN, JULIA A	LEWISTOWN	27.00	16,130.69	1	1,626.89	54
07/01/1998	REG	B	STIMAC, MARJORIE M	GREAT FALLS	37.97	8,241.54	1	1,800.14	58
07/01/1998	REG	N	STRAIN, ELIZABETH [illegible]	RONAN	26.50	1,900.00	1	1,416.55	55
07/01/1998	REG	B	STRATTON, JOHN L	LAUREL	29.77	3,376.90	1	1,404.83	52
07/01/1998	REG	N	STUBER, PATRICK J	CULBERTSON	25.00	13,978.76	1	2,876.86	51
07/01/1998	REG	N	SUMNER, JAY S	ARLEE	25.00	5,364.08	1	1,478.98	55
07/01/1998	REG	N	SVALDI, ANTONETTE N	ANACONDA	13.00			1,251.11	46
07/01/1998	REG	C	SVEE, RODNEY GENE	HARDIN	31.00	16,293.00	1	3,227.54	52
07/01/1998	REG	A	SWANSON, HALE A	MILES CITY	34.00	6,996.78	1	2,054.98	62
07/01/1998	REG	A	SWARD, W SCOTT	HAVRE	24.77			1,270.60	47
07/01/1998	REG	A	SWENSON, ROBERT J	BOZEMAN	33.00	70,264.12	1	4,989.37	64
07/01/1998	REG	-	SYLVESTER, [illegible]	MISSOULA	37.88	12,000.00	1	2,324.23	61
07/01/1998	REG	N	VALENCIA, PATRICIA I	KALISPELL	16.08	5,000.00	3	958.64	61
07/01/1998	REG	N	VAN KREVELEN, SHIRLEY J	BIGFORK	36.33	5,898.01	1	1,867.75	62
07/01/1998	REG	B	VANWEELDEN, [illegible]	[illegible]	30.00	12,457.00	1	1,682.34	59
07/01/1998	REG	N	WALDEN, BARBARA A	KALISPELL	11.91	2,719.06	3	336.03	60
07/01/1998	REG	A	WALDEN, DEE [illegible]	MILES CITY	33.95	5,337.64	1	1,701.01	57
[illegible]	RE		[illegible]		30.67	7,312.15	1	1,541.50	53

Date Retired	[illegible]-RET	TP	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	WALTERS, KAY MURPH	GREAT FALLS	25.77	5,236.00	1	1,167.98	60
07/01/1998	REG	A	WARK, CHARLES M	BILLINGS	35.77	26,374.98	1	2,378.38	64
07/01/1998	REG	[illegible]	WAUGH, ROBERT W	POLSON	19.22			623.44	65
07/01/1998	REG	N	WETTERLING, CHARLES W	HELENA	25.00	5,782.31	3	1,643.00	52
07/01/1998	REG	A	WIGMORE, DONNA G	GREAT FALLS	30.30	3,473.23	1	1,684.05	54
07/01/1998	REG	N	WILLIAMS, MAUREEN B	BILLINGS	30.88	22,369.79	1	2,059.06	52
07/01/1998	REG	C	WILLIAMS, REBECCA M	MISSOULA	24.77	2,991.95	3	1,110.25	47
07/01/1998	REG	B	WILLIAMSON, BOBBY E	BILLINGS	34.77	15,071.15	1	2,150.93	61
07/01/1998	REG	N	WILSON, DONALD E	BOZEMAN	24.77	9,393.30	1	1,521.24	51
07/01/1998	REG	A	WOOD, JAMES E	SIDNEY	41.87	10,540.53	1	3,203.53	65
07/01/1998	REG	N	ZIMMER, LINDA M	SUPERIOR	28.00	2,420.00	1	1,546.18	50
08/01/1998	DTH	A	DURSO, MAUREEN DEL	MISSOULA	14.09	12,751.88	1	1,129.56	57
08/01/1998	REG	C	DAEHLING, WILLIAM A	HAVRE	8.00	18,835.51	1	1,133.59	63
08/01/1998	REG	A	DIBERT, JANE H	HELENA	13.69	1,855.69	3	519.02	62
08/01/1998	REG	A	HEHN, RONALD W	BOZEMAN	39.00	2,168.49	1	2,158.29	60
08/01/1998	REG	A	MELNIK, WILLIAM A	MILES CIT	30.11	20,980.69	1	1,764.33	53
08/01/1998	REG	A	PAHUT, JOHN P	BUTTE	27.24	18,716.00	1	1,849.41	52
08/01/1998	REG	N	PETERSON, DONALD L	BILLINGS	25.00	22,367.16	1	2,081.17	48
08/01/1998	REG	A	TODD, JAMES E	MISSOULA	7.00	34,330.43	1	864.44	61

TOTAL APPLICATIONS	343
TOTAL TERMINATION PAY	3,197,289.74
AVERAGE TERMINATION PAY	9,321.54
AVERAGE MONTHLY BENEFIT	[illegible]
AVERAGE AGE	57
AVERAGE SERVICE	26.54

Montana Teachers' Re[redacted]t System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
08/01/1998	REG	B	MELLING, L DUANE	BOZEMAN	30.11	29,671.98	1	2,952.87	58
08/01/1998	REG	A	MELNIK, WILLIAM A	MILES CITY	30.11	20,980.69	1	1,764.33	53
08/01/1998	REG	A	PAHUT, JOHN P	BUTTE	27.24	18,716.47	1	1,849.41	52
08/01/1998	REG	N	PETERSON, DONALD G	BILLINGS	25.00	22,367.16	1	2,081.17	48
08/01/1998	REG	A	TODD, JAMES E	MISSOULA	7.00	34,330.43	1	864.44	61
09/01/1998	ERLY	N	HUSTAD, CYNTHIA E	GREAT FALLS	19.04			469.20	50
09/01/1998	ERLY	N	PAULEY, ROBERTA	ARLEE	20.09	569.84	1	542.47	50
09/01/1998	ERLY	N	WOODKE, LONA L	LIVINGSTON	6.00			159.25	54
09/01/1998	REG	B	SIEWERT, DAVID E	BOZEMAN	34.22	24,034.38	1	4,030.94	64
10/01/1998	ERLY	A	HOUGH, GLEN L	WORDEN	5.95			100.77	50
10/01/1998	ERLY	C	KOHL, JOYE E	BOZEMAN	12.83	1,716.16	1	652.41	57
10/01/1998	ERLY	N	QUARLES, HELEN M	GREAT FALLS	8.22	5,029.26	1	412.23	55

TOTAL APPLICATIONS	39
TOTAL TERMINATION PAY	311,423.84
AVERAGE TERMINATION PAY	7,985.23
AVERAGE MONTHLY BENEFIT	1,049.86
AVERAGE AGE	57
AVERAGE SERVICE	19.19

Sept/Oct.

Montana Teachers' Retirement System
TRS Retirement Applications

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
06/01/1987	DTH	A	OCONNELL, THOMAS B	HELENA	5.11			67.87	40
07/01/1995	REG	N	MABBOTT, ORAMAE (WOOD)	VICTOR	6.00			57.50	60
05/01/1996	REG	B	MARNEY, ROLAND C	DODSON	15.00			456.52	60
07/01/1997	REG	N	EBERLE, PATRICIA JANE	ANGELA	9.85			190.19	60
05/01/1998	DIS	N	DUFF, VICKI L	GREAT FALLS	18.90			791.41	52
06/01/1998	REG	N	LUTHIN, BARBARA	COLUMBIA FALLS	6.99			158.10	60
06/01/1998	REG	N	SKELTON, WILLIAM D	MISSOULA	10.00			328.93	60
07/01/1998	DIS	B	BAYNE, JAMES G	BILLINGS	24.73	8,578.64	3	1,326.22	49
07/01/1998	ERLY	N	MAKER, FRED L	SIMMS	18.00	32,001.24	2	785.01	52
07/01/1998	REG	N	BARTOS, DARLENE F	COLUMBIA FALLS	10.08			277.37	61
07/01/1998	REG	N	BOYCE, LYNN A	ANACONDA	33.56			1,702.10	61
07/01/1998	REG	N	CASON, DORIS M (FISHER)	GOLD CREEK	9.85	456.20	1	333.97	63
07/01/1998	REG	N	CHANDLER, NANCY K	BOZEMAN	26.50	9,533.22	1	1,855.51	62
07/01/1998	REG	N	CRADDOCK, LOIS JEAN	BUTTE	18.47			226.55	61
07/01/1998	REG	N	CUNNINGHAM, AURELIA	GREAT FALLS	22.87	6,662.16	1	1,134.04	64
07/01/1998	REG	A	DAY, ROBERT J	HARLOWTON	38.96			1,355.53	61
07/01/1998	REG	6	DUNN, RONALD A	MISSOULA	31.00	12,245.70	3	1,431.69	56
07/01/1998	REG	B	EVANS, STANLEY JAMES	LIBBY	31.00	15,593.13	1	2,492.37	54
07/01/1998	REG	6	GREEN, RUTH A	HELENA	20.69			288.99	65
07/01/1998	REG	N	HOLMSTROM, JOANNE	GREAT FALLS	32.00	8,561.62	1	1,621.23	58
07/01/1998	REG	6	MADSEN, PEGGY P	BILLINGS	19.39	12,720.07	1	1,003.59	60
07/01/1998	REG	N	ROBBIN, CHARLOTTE ANN	GREAT FALLS	13.97	3,356.58	1	602.11	62
07/01/1998	REG	N	SIMON, BARBARA ANN	MISSOULA	24.58	1,699.08	1	1,518.10	54
08/01/1998	DTH	A	DURSO, MAUREEN DELL	MISSOULA	14.09	12,751.88	1	1,129.56	57
08/01/1998	REG	C	DAEHLING, WILLIAM A	HAVRE	8.11	18,835.51	1	1,133.59	63
08/01/1998	REG	A	DIBERT, JANE H	HELENA	13.69	1,855.69	3	519.02	62
08/01/1998	REG	A	HEHN, RONALD W	BOZEMAN	39.11	9,156.75	1	2,278.06	60

TEACHERS' RETIREMENT BOARD MEETING
September 11, 1998

The personnel committee met at 8:00 AM prior to the regular Board meeting.

Chairman Cross called the meeting to order at 9:00 a.m. in the Glacier Room of the Metcalf Building, 1520 East Sixth Avenue, Helena, Montana. Those present were:

E. Joseph Cross, Chairman
Emily Hall Bogut
Virginia Egli
Jima Severson
Jim Turcotte
Tim Ryan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Others present were:

Jody May, MSU Bozeman – J. C. Weingartner, Montana Federation of Teachers – Bud Malee, Montana Federation of Teachers – Irene Thurer, Montana Retired Teachers – Alve Thomas, Montana Retired Teachers – Ellen Feaver, Employee Benefit Resources – Tom Bilodeau, MEA, Janelle Graybeal, Clerk, Philipsburg Schools - Frank Loehding, Individual Petitioner – Steve Johnson, Bozeman Public Schools

Approval of Agenda.
Chairman Cross called for additions or changes to the Agenda. Mr. Senn requested that Legal Counsel Report, Action Item B, Great Falls, be struck. Ms. Hammill is still negotiating with Great Falls counsel on settlement. Ms. Severson moved to approve the agenda, Ms. Egli, motion carried.

Approval of Minutes for February 20, 1998.
Chairman Cross asked for additions or corrections to the minutes of May 1, 1998. Ms. Egli asked if there needed to be a notation in the minutes regarding who was appointed chair of the personnel committee. Mr. Cross clarified that no chair was appointed at the Board meeting, but that Virginia Egli has since been appointed as chair of the personnel committee and that Jim Turcotte had also been appointed to serve on the committee. Mr. Ryan moved to approve, Ms. Severson seconded, motion carried. The minutes will stand approved.

Executive Director's Report. Legislation – Federal Compliance Proposals and 1.5 % GABA - Mr. Senn stated that staff and the working group has been working on legislation,

and that information presented to the Board and interested parties are drafts subject to change. Final drafts will be presented at the November Board Meeting. Mr. Senn gave an overview of the housekeeping bill. Mr. Cross asked for public comment. Jody May, MSU, had questions regarding 415 limitations and impacts on 403(b) and 457 contributions. Mr. Cross asked for a motion to approve the legislation. Mr. Turcotte moved to approve, Ms. Bogut seconded, motion passed.

GABA Proposal – Mr. Senn gave an overview of the proposed legislation and asked the Board for their concurrence on the need to conduct a salary study in an attempt to locate additional funding for the GABA. Mr. Senn explained that the numbers that he had provided on the cost of the GABA were based on a 30 year amortization period, but that he cautions the Board to stay below 30. In conversations with the Governor's Office, they have advised us to stay as close to 25 years as possible. We need to have a cushion in case the market does not rebound as quickly as we would like. Chairman Cross asked for comments from the floor.

Jody May, MSU-Bozeman – Mr. May suggested that we conduct a study to determine if there is a problem with the last three years being inflated for retirement purposes.

Tom Bilodeau, MEA – Mr. Bilodeau said that he is pleased that funding has finally been found for a GABA for Teachers and provided a handout. Mr. Bilodeau said that MEA does not support a GABA that includes a six percent salary ceiling, and feels that it will undermine the real issue and adversely affect the outcome of this bill. Mr. Bilodeau recommended that we take full advantage of the amortization period and aim for nothing less than what PERS has for an unfunded liability, approximately 28 years. Mr. Bilodeau said that he would like to see the unfunded liability used to the maximum extent. He said that MEA would be interested in seeing the wage survey data and said that it would be useful for several purposes.

Bud Malee, MFT – Mr. Malee stated that MFT agrees with MEA and will not support a GABA that contains the six percent salary ceiling.

Chairman Cross asked for additional public comment. Hearing none he asked for a motion to approve the draft GABA bill. Mr. Senn stated that without the six percent salary ceiling the bill is one-half of one percent short of funding the bill. Chairman Cross asked for a motion approving the bill with or without the six percent cap.

Mr. Turcotte asked for clarification on the six percent ceiling. Mr. Senn clarified that each year of a teacher's career is affected by the six percent ceiling.

Jim Turcotte, TRS Board stated that he had been contacted by Don Waldron of the Rural Education Association and that they were opposed to the six percent ceiling.

Alve Thomas, Retired Teachers Association – Mr. Thomas states that his organization is concerned about the six percent cap, but that if the funding was jeopardized, they will

agree to accept the bill with the six percent cap.

Chairman Cross again asked for a motion to approve the draft bill with or without the six percent cap. Ms. Egli moved to approve the bill without the six percent cap, Mr. Turcotte seconded. Motion passed.

Other Legislative Proposals – OPI – Mr. Senn gave an overview of the OPI proposal. There was no representative from OPI present, so this matter was tabled until the November meeting.

TRS Membership for Business Clerks – Mr. Senn asked the Board for discussion on if we need to look into whether TRS should be covering business clerks or not.

Report on Legislative Interim Retirement Committee – Mr. Senn reported on the activities of the CPERS committee.

Family Law Orders – Family Law Orders were received and approved for Lee J. Richardson. The Board asked that the Family Law Orders be moved to benefit provisions next time as they are a routine matter and it is not necessary that they be a part of the Executive Director's report.

Individual Petitions. Doris Cason – Ms. Cason was not present. Mr. Senn summarized Ms. Cason's petition for the Board and said that Ms. Cason has agreed to repay her contributions and the school board has agreed to pay contributions. Mr. Senn recommended that the Board recalculate Ms. Cason's benefit. Mr. Turcotte moved to recalculate the benefit, Ms. Egli seconded, motion passed.

Legal Counsel Report

Health Insurance Premiums – The Helena Decision – Ms. Hammill and Mr. Senn gave a brief explanation of several of the individuals and school districts that are affected by this issue. Mr. Senn explained what was involved to resolve this matter if the Board moved to apply the Helena decision to all cases. Staff recommended that the Board apply the Helena District Administrator District Court decision as discussed to all employer paid insurance premiums reported to date and also to advise all school district and other employers participating in the TRS that, based on the Helena Administrator's decision, all employer paid benefits that have been converted to cash or at the option of the employee are redirected through a cafeteria plan have been found to be earned compensation and must be reported to the Teachers' Retirement System.

Chairman Cross asked for public comment.

Steve Johnson, Bozeman School District stated that there were several corrections to the information presented about the Bozeman School District. Mr. Johnson explained that Bozeman has been reporting health insurance premiums since July 1, 1996 and they have not had anyone retire prior to 1997. Mr. Johnson said that Bozeman does this for non

union employees only and that the school board cannot tell the union what they will do in the way of benefits.

Janelle Graybeal, Philipsburg School District, asked for clarification. She understands that she is to continue reporting the health insurance. In May she received a letter stating that she was to terminate the practice. Mr. Senn explained that was the Boards' position but after the Helena decision, the position has changed. Ms. Graybeal asked for that direction in writing. Mr. Senn advised that a letter would be forthcoming.

Frank Loehding, Bainville School District, said that TRS was confused about his case. He stated that what the teachers did had no effect on his case. He said that the teachers elected to pay on the whole amount, but his contract was negotiated separately and he wants the change made retroactive to the retirement date.

Ellen Feaver, Laurel School District, asked if she had understood that we were not going to go back and ask for the contributions that might have been made. Mr. Senn confirmed that was correct.

J. C. Weingartner, Montana Federation of Teachers, said that he understood this as an attempt to work out a policy on this issue and that he wanted to work with Teachers' Retirement Staff on this issue and said that he wanted to thank the Teachers' Retirement Staff for their cooperation.

An individual spoke on behalf of the Ramsey School District – They did not sign in and they did not identify themselves. They provided a handout. Their situation is the same as the Philipsburg School District.

Chairman Cross asked for a motion to apply the Helena decision. Mr. Ryan moved to apply the Helena decision as recommended by staff, Ms. Severson seconded. Motion passed.

Ms. Hammill summarized the Raymond Murray case for the Board and explained the process for filing an exception to a decision and then adopt the decision as amended. Ms. Hammill asked the Board to adopt the hearing officer's decision noting the first exceptions and deny the second exception.

Mr. Murray was present and spoke, saying that he disagreed with the hearing officer and asked that his case be treated as Hobby and Noble had been treated and reject the hearing officer's decision.

Chairman Cross asked for a motion on the first exception. Hearing no motion, Mr. Cross stated that the Board needed more time to understand the issue.

Ms. Hammill offered to provide the Board with briefs from the hearing record to clarify the underlying information. Ms. Hammill explained the difference between Mr. Hobby and Mr.

Noble's cases.

Mr. Ryan made a motion to table this issue until the November meeting, Ms. Egli seconded. Motion passed.

NAAPA Conference Report – Ms. Hammill said that this conference has grown to about 235 people and that they are thinking of expanding it from a 3 day conference to a 5 day conference. Discussions centered around deferred compensation plans, tax credits, alternative benefit systems and where the future of public pension plans is going. Ms. Hammill provided a handout to the Board on decisions on public pension cases. Also discussed were disability cases and year 2000 issues.

Other Business - Electronic Fund Transfer Form – Mr. Warren presented a proposed form and gave a brief explanation of how this new form would be more convenient for both our retirees and Teachers' Retirement staff. He also explained that we would accept letters requesting electronic transfer, federal forms, bank forms or other forms requesting electronic transfer.

Chairman Cross called for a motion to approve the new EFT form. Mr. Turcotte moved to approve the new form, Ms. Egli seconded, motion passed.

Next Meeting Dates - November 20, 1998 and February 19, 1999 - Chairman Cross asked that all Board members check their calendars for conflicts. Ms. Bogut moved to approve the dates, Ms. Severson seconded, motion carried.

Building Mechanical System Modifications – Mr. Senn recommended that the building be modified to update the heating and air conditioning systems. This improvement will cost approximately $9,000.00. Teachers' Retirement System has contracted with the Department of Administration for maintenance and upkeep on the building. TRS has paid a fixed fee for this maintenance. As part of this contract, the Department of Administration will install the new heating and air conditioning equipment if TRS will pay the cost of the equipment. Chairman Cross called for motion to approve the $9,000.00 expenditure for the new heating and air conditioning system. Mr. Turcotte moved to approve the expenditure, Ms. Egli seconded, motion passed.

Lunch Break

PRISM Conference Report – Rod Sheppard reported on the information obtained at the PRISM conference. He then explained the process that took place the day before when the three software vendors made their presentations. The current software provider will no longer be supporting their product beyond December 31, 1999. Mr. Sheppard recapped the presentations made the previous day and the pros and cons of each provider's product and explained that we had obtained the services of a consultant that will provide a written report on the three presentations. This document will be provided to the Board. The next step will be to issue an RFP to obtain costs for each of the systems. More information will

be available at the November Board meeting.

NCTR Communications Forum – Mr. Warren reported on the forum that he attended in Colorado in May. He explained how much of the information that had been discussed today were ideas that came from this forum, the EFT form, some of the computer information, Internet information. This forum covered customer service and the needs of retirement systems to meet the increased demand for customer service.

Personnel Committee Report – The Personnel Committee met in the offices of the Teachers' Retirement System at 8:00 AM, prior to the Board meeting. The Personnel Committee consists of Mr. Cross, Ms. Egli and Mr. Turcotte. Ms. Egli volunteered to serve as chair of this committee. Ms. Egli reported on the process the personnel committee used to evaluate Mr. Senn's performance appraisal. Ms. Egli also said that the personnel committed would like to express their appreciation to Mr. Senn for the continual upgrades to the Teachers' Retirement System, for the leadership that Mr. Senn provides, for the support staff gives to Mr. Senn and for Mr. Senn's legislative awareness, especially federal compliance. Ms. Egli invited comments from other Board members. The Personnel Committee recommends an excellent rating.

Governor's Appreciation Award for Excellence in Performance – Each year the Teachers' Retirement System is asked to nominate a staff member for the Governor's Appreciation Award for Excellence in Performance. This year our nominee was Sharon Mikat. Ms. Mikat was nominated for her contributions to ACE, the employees' organization for the Department of Administration. Sharon has been very active in this organization, writing articles about employees for the newspaper and spending a lot of her own time on activities for ACE. Ms. Mikat will receive a plaque for her nomination.

Financial Statements, Budget, Delinquent Agency & Travel Reports – Mr. Senn called the Board's attention to the documents previous provided.

Approval of Applications and Benefits. Regular, Survivorship, & Adjustments - Chairman Cross asked for a motion to approve the list. Mr. Turcotte moved to approve, Mr. Ryan seconded, motion passed.

Benefit Repayment Schedule – Joann Meide – Mr. Senn explained the circumstances that led to this repayment. Mr. Ryan suggested that we need to establish a policy for charging interest. Mr. Ryan suggested that the interest may be minimal, but that we need to charge interest on repayments. Chairman Cross called for a motion. Mr. Ryan moved to charge members, in cases where a member is repaying an overpayment, one percent over the current rate that we are guaranteeing our members, or, at this time six and one-half percent. Ms. Egli seconded the motion.

A discussion was held regarding application of the previous motion. Chairman Cross called for an amendment to the motion. Mr. Ryan moved to amend the motion to charging interest after 90 days. Ms. Severson seconded the amendment. Ms. Egli stated that she

is uncomfortable in voting on this issued at this time. Ms. Egli would like to see a recommendation of staff prior to the next meeting before taking a vote on this issue.

It was decided that any new policy would be waived for Ms. Meide's case and that additional information would be provided at the next meeting for the Board to make a decision on the motions.

Chairman Cross called for a vote on the second motion, which was to amend the original motion to waiving interest for 90 days. Chairman Cross called for a role call on the amendment. All members of the Board were in favor with the exception of Mr. Turcotte.

Chairman Cross called for a vote on the original motion, to charge interest at the rate of one percent plus the current rate paid on active members' account and, as amended, within 90 days of discovery of the error. Two members voted for and three against. Motion failed.

Mr. Turcotte moved to have staff recommend what type of policy should be adopted with respect to repayment. Ms. Egli seconded, motion passed.

Mr. Turcotte moved to accept the recommendation of staff for the repayment schedule for Joann Meide. Ms. Bogut seconded. Motion carried.

Virginia Polsen – Mr. Senn summarized Ms. Polsen's case for the Board. Staff would prefer that Ms. Polsen make a larger monthly payment and that she pay interest at the rate of eight percent. Our latest correspondence did not reach Ms. Polsen. Mr. Senn requested that the Board not take action at this time.

Mr. Ryan moved to table this issue until the November meeting. Mr. Turcotte seconded, motion carried.

Disabilities.
The Chairman directed the meeting be closed to review the disability applications since the individual's right to privacy of information pertaining to disability benefits clearly exceeds the merits of public disclosure.

The meeting was reopened to the public.

> Vicki Duff – Mr. Ryan moved to approve, Ms. Severson seconded. The motion was carried by the Board.
>
> James Bayne – Ms. Severson moved to approve, Mr. Turcotte seconded. The motion was carried by the Board.

Chairman Cross called for any other business. Mr. Senn brought the Board's attention back to the salary study that was requested with regard to the six percent ceiling in the

GABA bill. Mr. Senn requested that the salary study be postponed for several months so that TRS could provide more complete information to the actuary, which would save several thousand dollars. This would make the salary study available during the session. There was no disagreement from the Board.

The meeting adjourned at 3:10 PM.

Chairman

David L Senn
Executive Director

Date Re[illegible]	[redacted]	[illegible]	[illegible]	EMPL [redacted] CI	SERVICE	Termination Pay Amnt	OPT	MONT[redacted] BENEFIT	GE
06/01/1998	REG	N	DARLING, SANDRA K	GLENDI	33.13	6,500.00	3	1,694.07	53
06/01/1998	REG	N	DEMPSEY, JANICE M	WOLF CRE	25.88	1,000.00	3	1,076.01	64
06/01/1998	REG	A	DESJARLAIS, EUGENE	ROUNDUP	33.00	19,101.00	1	2,178.18	55
06/01/1998	REG	A	DIETRICH, RUDOLF W	BOZEMAN	29.38	16,604.00	1	1,861.24	65
06/01/1998	REG	N	DIMAS, BERNADETTE J	POPLAR	23.00			1,243.37	63
06/01/1998	REG	A	DRUMHELLER, JOHN E	BOZEMAN	36.00	47,603.86	1	4,673.27	66
06/01/1998	REG	N	EGGERT, NORMAN H	BOZEMAN	31.88	16,000.00	1	2,287.17	59
06/01/1998	REG	N	FELLON, DALE E	PLENTYWO	24.77	4,224.38	3	1,155.93	46
06/01/1998	REG	C	GAMAS, CAROLEE B	GLASGOW	37.23	8,000.00	3	1,672.93	62
06/01/1998	REG	N	GOLDHAHN, ANN	SIMMS	27.85	1,200.00	1	2,085.91	50
06/01/1998	REG	N	HAFNER, KENNETH D	BOZEMAN	31.89	24,140.31	1	3,519.37	59
06/01/1998	REG	N	HARRINGTON, HENRY F	MISSOULA	26.35	22,047.31	1	2,068.48	54
06/01/1998	REG	N	HILT, D'ARLENE ANN	DUTTON	31.52	9,000.00	3	1,542.65	61
06/01/1998	REG	N	HYATT, MARIANNE L	BROADUS	30.00	4,320.00	3	1,284.71	57
06/01/1998	REG	A	JAKSHA, JOHN W	BUTTE	26.79			963.20	58
06/01/1998	REG	N	JENSEN, JUDY A	PLENTYWOO	24.87	3,935.03	1	1,140.11	65
06/01/1998	REG	N	KARGE, EILEEN C	WOLF POI	30.74	4,532.21	1	1,693.81	53
06/01/1998	REG	A	KUNTZ, THOMAS A	CULBERTS	26.00	3,530.63	1	1,384.21	50
06/01/1998	REG	B	LARSON, FERN E	GILDFORD	13.94			533.08	60
06/01/1998	REG	N	LENT, LUENA F	HARDIN	30.00			1,289.15	63
06/01/1998	REG	N	LOGAN, SYLVIA JANE	GREAT FA	6.44			85.52	60
06/01/1998	REG	N	MAYBERRY, ROBERT C	BILLINGS	9.00	4,535.20	1	552.98	64
06/01/1998	REG	B	MCLOUTH, WILLIAM F	CIRCLE	26.67	13,388.00	3	1,312.76	57
06/01/1998	REG	N	MILLER, KATHLEEN	MISSOUL	26.00	12,355.51	1	1,940.87	55
06/01/1998	REG	A	MITCHELL, THOMAS M	TOWNSEND	29.78			1,285.99	53
06/01/1998	REG	A	MORAN, THOMAS E	MALTA	39.92	3,865.26	1	1,796.37	62
[illegible]	[illegible]	N	[illegible]	WOLF	31.00	4,021.19	1	1,638.06	54

[redacted] June, July, Aug; 1998 [illegible] [redacted] [redacted]

Date Retired	TYPE-RET	OPTION	NAME	EMPL	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1991	REG	N	MILLER, GLORIA W	LEWISTOWN	25.28	11,412.60	1	967.50	49
07/01/1995	REG	N	MABBOTT, DRAMAE (WOOD	VICTOR	6.00			57.50	60
11/01/1996	REG	[illegible]	DARLING, DONALD [illegible]	BOZEMAN	5.22			258.36	60
07/01/1997	ERLY	B	MORTON, WADE E	LODGE GRASS	7.28			204.62	52
04/01/1998	ERLY	A	PRICE, JAMES E	BELGRADE	24.00	16,107.98	3	973.79	58
04/01/1998	REG	N	MICHOTTE, PAMILEE [illegible]	BILLINGS	24.55	9,750.65	1	1,422.94	60
04/01/1998	REG	N	WOLLAN, GARY L	CUT BANK	21.11			723.20	60
05/01/1998	DTH	A	HART, LUANA A	MISSOULA	30.82	15,108.00	1	1,957.37	47
05/01/1998	REG	A	MULCAHY, WILLIAM [illegible]	HELENA	28.27	15,727.80	1	1,690.19	57
06/01/1998	ERLY	A	CRAIG, JAMES B	POPLAR	17.70	3,984.37	3	554.85	50
06/01/1998	ERLY	N	GOODWIN, ADDIE M	ASHLAND	21.56	1,107.32	1	817.33	58
06/01/1998	ERLY	A	HARDGROVE, TANYA A	CUSTER	16.63	1,237.50	1	427.43	55
06/01/1998	ERLY	N	MCLINDEN, PATRICK H	POPLAR	22.20	134.12	1	794.95	51
06/01/1998	ERLY	N	OMAN, SHARON E	VALIER	7.00			157.31	53
06/01/1998	ERLY	N	ORCUTT, TOMIJO	CONRAD	22.11			806.03	55
06/01/1998	REG	N	ANDERSEN, JOAN V	FROMBERG	11.84	3,495.25	1	379.90	61
06/01/1998	REG	N	ARNDT, FREDERICK F	FAIRVIEW	33.00	2,850.00	1	1,742.37	55
06/01/1998	REG	A	BERGMAN, ALVAN C	DRUMMOND	22.00	15,000.00	3	1,118.04	68
06/01/1998	REG	N	BJERTNESS, BERNICE O	BOZEMAN	12.82			426.76	60
06/01/1998	REG	N	BROST, KAY M	BROADUS	28.91	4,320.00	3	1,237.24	59
06/01/1998	REG	B	CARLSON, CLAUDE [illegible]	CIRCLE	27.50	5,000.00	3	1,247.49	51
06/01/1998	REG	B	CARTER, BYRON A	CONRAD	29.92	1,500.00	1	1,310.69	55
06/01/1998	REG	B	CARTER, JANICE M	CONRAD	27.00	1,500.00	1	1,214.03	48
06/01/1998	REG	N	CLARK, IRENE N	KALISPELL	17.48	550.04	2	416.47	61
06/01/1998	REG	N	CLEMENTS, HELEN M	HARLOWTON	35.33			1,464.14	62
06/01/1998	REG	N	COLLINS, DIANE C	THREE F	27.00	1,350.00	2	1,511.50	59
[illegible]	REG	N	[illegible], MARY E	ROSEBUD	26.00			1,069.30	55

Pay [redacted]	CE		[illegible]	EMPL [redacted]		SERVICE	Termination Pay Amnt	OPT	MONTHLY [redacted] BENEFIT	AGE
06/01/1998	REG	N	OLIVER, YVONNE C	POPLAR		27.72	3,243.73	1	1,535.69	53
06/01/1998	REG	C	RIME, RICHARD HENRY	GLENDIVE		28.00	6,500.00	3	1,253.60	50
06/01/1998	REG	[illegible]	[illegible]	BOX EL		25.08	17,523.30	3	1,412.43	61
06/01/1998	REG	A	SAGER, WILLIAM L	WILSALL		26.00	600.00	3	1,020.35	48
06/01/1998	REG	A	SANCHEZ, JULIO	HAVRE		9.00	3,223.20	1	415.73	60
06/01/1998	REG	N	SCOTT, EVELYN W	FRAZER		24.00	4,688.94	1	1,186.97	63
06/01/1998	REG	A	SKERRITT, GEORGE D	GLENDIVE		35.92			1,574.54	59
06/01/1998	REG	N	STEELE, LUCETTA	CIRCLE		25.00	13,107.50	3	1,209.45	49
06/01/1998	REG	A	THOMPSON, DONALD WALTER	CONRAD		25.83	1,500.00	3	1,333.35	51
06/01/1998	REG	N	THOMPSON, MARILAND RAYE	HARLEM		31.00	18,586.46	3	1,533.95	55
06/01/1998	REG	6	TUCKER, PHILOMAYNE	HAYS		9.75	2,911.92	3	479.16	60
06/01/1998	REG	N	TWITCHELL, EVA MARIE	JORDAN		27.08			682.75	50
06/01/1998	REG	C	VETTER, ANTON	SIDNEY		33.00	7,205.61	1	1,846.13	57
06/01/1998	REG	N	WALKER, DIANNA L	SIMMS		24.67			1,118.93	53
06/01/1998	REG	N	WALKER-RILEY, JUANITA R	HARDIN		28.00			1,564.77	61
06/01/1998	REG	N	WESTERVELT, ROYAL A	HARLEM		26.39	21,160.32	3	1,273.07	52
06/01/1998	REG	N	WOLFF, KAREN C	CIRCLE		30.00	14,171.00	3	1,506.22	50
06/01/1998	REG	A	WOODBURY, GEORGE WALLIS J	MISSOULA		34.00	20,425.91	1	2,691.38	60
06/01/1998	REG	A	WORCESTER, SAMUEL A	BUTTE		9.00	6,267.14	1	669.84	62
07/01/1998	DIS	6	BIRD, BARBARA ANN	BROWNING		17.50			992.30	47
07/01/1998	ERLY	N	APPLEBURY, JESSE A[illegible]	MISSOULA		11.91	10,163.58	1	337.00	50
07/01/1998	ERLY	N	ARONSON, BEVERLY J	KALISPELL		18.77	3,316.68	1	567.74	54
07/01/1998	ERLY	N	BRATLAND, LILA J	CIRCLE		19.20	1,067.21	1	236.48	53
07/01/1998	ERLY	N	CLAYTON, BARBARA L	WHITEFISH		16.75	420.23	3	616.29	55
07/01/1998	ERLY	N	COLBERG, JANET [illegible]	HELENA		22.00	12,962.69	1	1,177.24	56
07/01/1998	ERLY	N	EGGERT, JEANNE LUCILLE	BOZEMAN		23.00	12,763.76	1	919.19	59
[illegible]	ERLY	[illegible]	[illegible]	[illegible]	STONE	14.17	5,480.00	3	327.12	50

Date Ret [illegible]	[illegible]	[illegible]	NAME	EMP [illegible]	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	ERLY	A	EVANS, KELLY W	DEER LODGE	23.83			1,447.96	50
07/01/1998	ERLY	N	EVANS, LYNNDA G	LIBBY	20.67	9,701.37	1	857.14	50
07/01/1998	ERLY	[illegible]	HALVORSEN, [illegible]	LIBBY	15.67	2,954.42	3	266.24	56
07/01/1998	ERLY	N	HUMMEL, CYNTHIA N	BILLINGS	14.55	9,115.90	1	759.10	57
07/01/1998	ERLY	N	KING, ROGER P	AUGUSTA	6.00			403.63	59
07/01/1998	ERLY	N	LOPORTO, BEVERLY A	LIVINGSTON	6.00	430.43	3	313.66	55
07/01/1998	ERLY	A	MADDEN, JOHN D	MISSOULA	24.00	16,579.00	1	1,786.34	55
07/01/1998	ERLY	A	MORTON, PATRICIA R	COLUMBIA FALLS	12.08			332.12	54
07/01/1998	ERLY	A	PATTON, LOIS J	MISSOULA	20.00	6,894.57	1	1,007.47	58
07/01/1998	ERLY	B	SHAFER, LYNN D	BIG TIMBER	14.55	4,599.52	1	714.65	59
07/01/1998	ERLY	A	SMITH, DANIEL J	MISSOULA	8.74	4,092.00	1	411.37	57
07/01/1998	ERLY	N	STEEN, AUDREY	GREAT FALLS	24.21	5,690.05	1	1,106.15	56
07/01/1998	ERLY	N	STOVER, ROSAN W	BOZEMAN	21.66	8,626.80	1	1,241.90	59
07/01/1998	ERLY	A	SWINDLEHURST, CAROLYN C	LIVINGSTON	15.39	5,935.25	1	713.70	54
07/01/1998	ERLY	N	TONKOVICH, JEANNE M	GREAT FALLS	23.81	10,141.69	1	1,343.11	57
07/01/1998	ERLY	A	WATKINS, DAVID WAYNE	MILES CITY	22.01	19,097.12	1	1,194.06	55
07/01/1998	ERLY	A	WOLFE, BARBARA R	HELENA	19.09	5,962.32	1	848.23	59
07/01/1998	ERLY	N	ZUKLIC, BARBARA [illegible]	BILLINGS	16.99			614.52	56
07/01/1998	REG	N	ALLEN, RALPH L	MISSOULA	25.19	4,826.96	1	1,464.88	61
07/01/1998	REG	N	ANDERSEN, KAREN M	CASCADE	27.57	1,444.32	3	1,280.80	56
07/01/1998	REG	N	ARNDT, DENNIS [illegible]	GREAT FALLS	33.97	6,146.04	3	1,716.55	59
07/01/1998	REG	A	BENTLEY, ALAN F	BILLINGS	19.39	8,378.26	1	1,368.33	65
07/01/1998	REG	A	BERTELSEN, DARYL	HAVRE	27.00	3,600.62	3	1,714.58	57
07/01/1998	REG	N	BICK, JOAN M [illegible]	CHARLO	27.00	1,695.00	1	1,244.93	51
07/01/1998	REG	A	BLOCK, JACOB A	POLSON	41.92	21,917.97	1	4,304.50	64
07/01/1998	REG	C	BLOMQUIST, RONALD D	JOPLIN	30.00	7,018.94	3	1,740.41	52
07/01/[illegible]	RE[illegible]		[illegible]	[illegible]	33.11	[illegible],920.88	1	[illegible],332.77	56

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	BOS, DONALD P	GLENDIVE	29.00	6,500.00	3	1,298.90	51
07/01/1998	REG	N	DOYCE, LYNN A	ANACONDA	33.56			1,702.10	61
07/01/1998	REG	C	BOYER, WILLIAM [illegible]	BOZEMAN	31.00	31,387.68	1	2,711.21	53
07/01/1998	REG	A	BOYLE, EUGENE O JR	KALISPELL	31.00	18,559.86	3	2,225.92	56
07/01/1998	REG	A	BRADFORD, JACK L	KALISPELL	34.79	9,647.76	1	1,782.00	60
07/01/1998	REG	A	BRADFORD, SANDRA	KALISPELL	30.29	18,847.43	3	1,684.52	54
07/01/1998	REG	N	BRADSHAW, BARBARA L	PHILIPSBURG	25.38	24,133.00	3	1,213.85	60
07/01/1998	REG	A	BROCKLEBANK, (BEVERLEY) R	BILLINGS	27.00	18,442.59	1	1,789.94	52
07/01/1998	REG	N	BRODIE, DARLENE M	BUTTE	24.07			325.77	60
07/01/1998	REG	A	BROWN, DEE L	COLUMBIA FALLS	27.00			1,347.31	49
07/01/1998	REG	N	BROWN, ELAINE C	BUTTE	33.00	17,075.26	1	2,029.61	60
07/01/1998	REG	A	BROWN, GEORGE DOUGLAS	BILLINGS	30.00	18,828.09	1	1,603.91	54
07/01/1998	REG	A	BUCK, CHARLES L	BILLINGS	34.32	21,335.31	1	2,238.97	56
07/01/1998	REG	A	BURGER, ROBERT A	MISSOULA	31.00	22,393.24	1	2,083.31	66
07/01/1998	REG	N	BUTTON, MICHAEL E	SUNBURST	25.00	6,944.56	1	1,857.20	47
07/01/1998	REG	B	CABOT, LESLIE JAMES	DENTON	28.00			1,648.29	52
07/01/1998	REG	N	CAREY, ARTHUR E	BOZEMAN	29.65	21,200.23	1	2,011.07	54
07/01/1998	REG	N	CAREY, KJESTINE	BOZEMAN	24.56	17,637.40	1	1,647.02	65
07/01/1998	REG	N	CARLISLE, MARILYN G	MISSOULA	37.00	15,417.90	1	2,706.03	58
07/01/1998	REG	C	CARR, CAROL A	KALISPELL	19.03	3,151.70	1	470.02	64
07/01/1998	REG	N	CASEY, JAMES R	GREAT FALLS	30.00	10,484.16	1	2,382.74	53
07/01/1998	REG	N	CHANDLER, NANCY K	BOZEMAN	26.50	9,533.22	1	1,855.51	62
07/01/1998	REG	B	CHERY, ALLEN W SR	ROUNDUP	28.00	9,139.78	1	1,771.93	58
07/01/1998	REG	N	CHESTNUT, MARY ANN	KALISPELL	25.08	15,019.51	1	1,715.41	58
07/01/1998	REG	A	CHRISTENSEN, NEAL	HELENA	34.00	6,000.00	1	1,752.86	65
07/01/1998	REG	N	COLLINS, WILLIAM [illegible]	GREAT FALLS	34.00	10,484.16	1	2,095.00	56
[illegible]	REG	[illegible]	[illegible]	[illegible]	31.56	6,083.04	1	1,681.95	58

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Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	A	CONNORS, PATRICK	HELENA	39.95	18,488.76	3	2,211.11	66
07/01/1998	REG	B	CONWAY, ARLENE LOU	HAVRE	22.16	6,667.40	1	1,008.02	60
07/01/1998	REG	N	COOMBE, JOYCE F	KALISPE	24.20	751.51	3	1,067.69	67
07/01/1998	REG	N	CRADDOCK, LOIS JEAN	BUTTE	18.47			226.55	61
07/01/1998	REG	B	CRADDOCK, PERCY T	BUTTE	30.70	19,942.68	1	1,920.61	62
07/01/1998	REG	N	CROGHAN, ROLAND D	LINCOLN	10.00	14,763.05	3	394.72	62
07/01/1998	REG	N	CROSS, CATHERINE W	BILLINGS	14.66	10,450.34	1	846.01	52
07/01/1998	REG	N	DARSOW, RICHARD E	LIBBY	26.74	7,787.94	1	1,624.33	51
07/01/1998	REG	A	DAVIS, RICHARD A	KALISPEL	27.00	18,411.38	3	1,807.16	50
07/01/1998	REG	C	DAWES, EDWARD A	HELENA	26.96	13,503.71	3	1,356.83	49
07/01/1998	REG	N	DELLWO, ROBERT M	BOULDER	26.00	932.57	1	1,445.72	49
07/01/1998	REG	N	DEMMONS, THOMAS T	MISSOULA	31.93	15,333.00	1	2,291.47	54
07/01/1998	REG	N	DEMONTIGNY, MARGARET	MILES CIT	33.10	5,115.07	1	1,817.19	65
07/01/1998	REG	N	DEXTER, THORA A	BILLINGS	25.22	660.00	2	1,130.81	62
07/01/1998	REG	N	DIMICK, JOAN R	BILLINGS	22.50	19,188.58	1	1,635.72	62
07/01/1998	REG	A	DOBYNS, J LEE	COLUMBUS	12.55	1,097.76	1	577.95	63
07/01/1998	REG	A	DONAHUE, WILLIAM A	LIBBY	26.00	14,606.73	1	2,147.46	48
07/01/1998	REG	[illegible]	DRYE, GARY T	ARLEE	27.00	4,912.25	1	1,441.87	49
07/01/1998	REG	N	DULANEY, RONALD ARTHUR	MISSOULA	25.00	14,850.53	1	1,865.59	52
07/01/1998	REG	N	DUNN, DOROTHY D	BUTTE	29.00			1,357.98	53
07/01/1998	REG	N	DURYEE, MARY JANE	GREAT F	20.53			827.53	61
07/01/1998	REG	N	ECKHART, KATHLEEN E	MISSOULA	27.00	11,255.14	1	1,471.73	53
07/01/1998	REG	A	ELLIOTT, RONALD C	HELENA	29.88	19,821.81	1	1,944.78	61
07/01/1998	REG	N	ELLIOTT, SHIRLEY W	BOULDER	30.32	3,815.44	1	1,706.67	56
07/01/1998	REG	N	ERICKSON, DAVID R	LIBBY	31.00	4,146.48	1	1,746.15	54
07/01/1998	REG	A	ERKENS, CAROL A	BILLINGS	21.44	21,176.43	1	1,312.19	60
07/01/1998	REG	[illegible]	[illegible], MARY	BILLINGS	21.77	21,926.82	1	2,588.83	64

Date Rec.	TYPE-RE	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	HEASTON, MICHAEL G	RONAN	25.77	4,350.00	1	1,463.07	50
07/01/1998	REG	C	HEDGE, DONNA J	COLUMBIA FALLS	15.44	898.17	1	250.33	62
07/01/1998	REG	N	HELLER, GAIL ANN	KALISPELL	27.36	1,458.09	1	1,179.38	52
07/01/1998	REG	N	HELVEY, PATRICIA B	HELENA	32.00	7,599.64	1	1,850.56	63
07/01/1998	REG	N	HERMAN, ROBERT JAY JR	FORT BENTON	31.80			1,323.20	55
07/01/1998	REG	N	HINZ, ESTHER L	SUPERIOR	27.33	3,025.00	3	1,152.55	52
07/01/1998	REG	N	HOLLAND, MARLENE M	BUTTE	33.67	761.30	3	1,550.27	62
07/01/1998	REG	A	HOLLING, HARRY H	KALISPEL	26.50	20,091.20	3	1,616.91	59
07/01/1998	REG	N	HOUG, ROBERT D	WOLF POI	5.00			285.65	69
07/01/1998	REG	6	HUDSPETH, BEVERLY ANN	GREAT FALLS	26.00	224.26	3	1,329.57	60
07/01/1998	REG	N	JAGIELLO, ALICE M	COLSTRIP	25.00	28,810.24	3	2,135.43	48
07/01/1998	REG	N	JAMES, KATIE R	RONAN	20.02	750.00	3	1,211.70	65
07/01/1998	REG	A	JENKINS, LOUISE C	CUSTER	26.00	10,831.36	1	1,731.49	59
07/01/1998	REG	N	JOHNSON, PATRICIA A	GREAT FALLS	30.61	3,359.25	1	1,492.95	56
07/01/1998	REG	B	JONASEN, RICHARD A	DILLON	34.94	18,833.00	1	2,970.66	57
07/01/1998	REG	C	JONES, EILEEN C	BILLINGS	38.00	23,001.56	1	2,547.24	60
07/01/1998	REG	A	JORGENSEN, PAUL D	KALISPELL	30.00	18,675.72	3	1,904.25	53
07/01/1998	REG	N	JOVANOVICH, RONALD S	FORT BENTON	28.53			1,218.82	51
07/01/1998	REG	N	KELIM, VIVIAN J	BILLINGS	24.88	22,684.22	1	1,772.39	66
07/01/1998	REG	N	KELLY, DIANA H	BOZEMAN	9.34	1,328.80	3	133.47	68
07/01/1998	REG	N	KERR, CARRIE M	BILLINGS	25.00	15,701.05	1	1,777.11	54
07/01/1998	REG	N	KLARICH, DAVID E	BILLINGS	25.71	21,596.43	1	1,983.56	50
07/01/1998	REG	N	KONECNY, ROSENA M	BUTTE	25.00	15,640.50	1	1,526.15	47
07/01/1998	REG	A	KOPS, IDA "JOYCE"	HAVRE	36.88	8,144.00	1	1,977.00	59
07/01/1998	REG	B	KURTZ, ANITA W	FORSYTH	26.88	8,153.05	1	1,201.90	55
07/01/1998	REG	N	LALANNE, BETTY M	BUTTE	37.33	21,114.68	1	2,354.01	65
[illegible]	REG	[illegible]	LANGE, [illegible]	MISSOULA	30.88	8,665.20	3	1,900.75	55

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Date Retired	[illegible]	[illegible]	[illegible]	EMP	SER	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	EVANS, GARY D	LIBBY	29.56	14,442.69	1	2,286.39	51
07/01/1998	REG	N	EVERHARD, CATHERINE M	ANACONDA	35.00			1,590.38	58
07/01/1998	REG	N	FANNING, DOROTHY N	GREAT FALLS	31.00	10,484.16	1	1,911.79	63
07/01/1998	REG	N	FELTON, RALPH L	BILLINGS	32.16	21,270.44	1	2,368.99	61
07/01/1998	REG	C	FERO, SUSAN E	HELENA	25.51	10,128.90	1	1,241.76	53
07/01/1998	REG	N	FIEHRER, MARY Ann F	HELENA	32.61	12,146.07	1	2,148.43	58
07/01/1998	REG	N	FILCHER, JACK D	STEVENSVILLE	27.77			1,716.68	54
07/01/1998	REG	N	FLANAGAN, DARRIS R	SOMERS	24.13	7,500.00	1	1,532.80	47
07/01/1998	REG	C	FRANK, HAROLD G	BILLINGS	29.55	19,286.80	1	1,698.50	52
07/01/1998	REG	C	FREEBURY, GARY E	KALISPELL	39.00	13,165.59	1	2,487.88	62
07/01/1998	REG	A	GALLAGHER, RICHARD F	RONAN	30.26	5,000.00	1	2,179.49	56
07/01/1998	REG	N	GALLINGER, JAMES E	BILLINGS	32.66	25,682.37	1	2,425.71	57
07/01/1998	REG	N	GARRIGUES, MARTHA L	GREAT FALLS	27.77	7,603.06	1	1,752.15	61
07/01/1998	REG	A	GILMAN, PAULINE T	TWIN BRIDGES	15.81	8,000.00	3	857.76	62
07/01/1998	REG	N	GIOP, JOHN F JR	BUTTE	29.77	20,828.98	1	1,967.03	56
07/01/1998	REG	A	GOODMAN, WALTER M	HELENA	34.88	15,145.87	1	2,047.08	58
07/01/1998	REG	N	GREEN, M (JOANNE)	BUTTE	11.45	2,308.56	1	546.88	65
07/01/1998	REG	N	GRESENS, IRA	FORSYTH	29.00	11,736.00	1	1,439.06	51
07/01/1998	REG	N	GREY, CARMEN J	POLSON	28.50	3,700.80	1	2,236.98	51
07/01/1998	REG	A	HABECK, E DIANNE	TROY	24.88	4,150.00	3	1,019.91	55
07/01/1998	REG	A	HADLOCK, JUDITH L	BIGFORK	26.46	4,965.94	1	1,260.09	56
07/01/1998	REG	N	HAGEN, NORMAN J	SAND COULEE	27.95	6,041.46	3	1,909.66	56
07/01/1998	REG	N	HAHN, CURTIS R		31.00	27,118.84	1	2,519.43	54
07/01/1998	REG	N	HALVORSEN, ROBERT	LIBBY	31.00	13,180.36	1	1,875.81	59
07/01/1998	REG	A	HANES, JACK ALLEN	BIGFORK	24.88	4,644.99	3	1,024.40	62
07/01/1998	REG	N	HANSON, SHIRLEY L	HAVRE	31.00	8,144.00	1	1,837.35	53
07/01/1998	REG	A	HAWKS, JANE A	BOZEMAN	25.86	9,053.30	1	1,376.54	59

Date Retired	TYPE-RET	OPTION	NAME	EMPL CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	MILLER, PATRICIA	LAUREL	30.88	4,050.10	1	1,798.39	53
07/01/1998	REG	N	MILLER, PATSY R	BOZEMAN	23.88			1,293.48	57
07/01/1998	REG	N	MILLER, ROBERT	BUTTE	29.56	12,556.89	1	3,258.93	53
07/01/1998	REG	N	MOOS, TED R	HELENA	37.88	16,375.12	1	2,567.98	61
07/01/1998	REG	A	MUNK, JOHN L	STEVENSVILLE	35.75	12,600.00	1	2,304.46	61
07/01/1998	REG	A	MUSGROVE, JOHN L	HAVRE	27.59	7,036.80	1	1,308.38	56
07/01/1998	REG	6	MYLLYMAKI, ARLENE	KALISPEL	20.00	15,742.50	1	1,529.55	57
07/01/1998	REG	A	NESLADEK, JAMES G	POLSON	25.00	3,180.75	1	1,177.12	50
07/01/1998	REG	6	NEWGARD, KAROL K	POLSON	25.05	3,105.75	3	1,206.37	62
07/01/1998	REG	A	NEWGARD, MYRTLE JEAN	POLSON	24.99	2,821.80	1	1,094.96	52
07/01/1998	REG	A	NICHOLAS, RONALD L	STEVENSVILLE	25.88			1,765.74	48
07/01/1998	REG	N	NICKISH, BEVERLY J	DARBY	27.88	11,276.40	2	1,309.88	58
07/01/1998	REG	B	OBER, MAYME D	SHELBY	31.00			1,385.79	52
07/01/1998	REG	N	OBERLITNER, JOHN H	POLSON	33.77	3,334.95	1	1,974.87	64
07/01/1998	REG	N	OLSON, BETTY-JEAN	MEDICINE LAKE	39.00	3,082.36	3	2,094.37	64
07/01/1998	REG	N	PARKE-RICK, H (HELEN) LYN	GREAT FALLS	26.89	628.36	3	1,303.63	53
07/01/1998	REG	A	PARRETT, GEORGE L	BUTTE	39.00	28,514.15	1	2,604.60	65
07/01/1998	REG	N	PARRETT, MARILYN C	BUTTE	25.31	3,057.88	1	1,190.13	54
07/01/1998	REG	N	PASCAVAGE, CHARLES J	BUTTE	28.00	22,000.78	3	1,500.75	55
07/01/1998	REG	A	PASQUARELLO, ROBERT S	BILLINGS	31.00	22,610.62	1	1,978.84	53
07/01/1998	REG	A	PATTON, WILLIAM [illegible]	MISSOUL	36.00	19,473.99	1	2,809.31	62
07/01/1998	REG	N	PAUL, SHARON LOU	BUTTE	30.17	10,427.00	1	1,803.46	59
07/01/1998	REG	B	PAULSON, MARIAN A	BOZEMAN	22.40	5,293.63	1	1,000.55	60
07/01/1998	REG	N	PETERSON, HELEN [illegible]	LIVING	39.22	13,730.50	1	2,337.70	60
07/01/1998	REG	A	PETERSON, WILLIAM R	CASCADE	34.44	1,345.38	3	1,429.76	58
07/01/1998	REG	N	PICCO, FREDRICK L	LEWISTO	26.99	20,564.73	1	1,784.07	51
07/01/1998	REG	[illegible]	POMEROY, DONALD	LIVING	2[illegible].00	12,092.50	1	1,520.25	57

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	LARSON, PAMELA M	BILLINGS	29.38	14,564.19	1	2,081.46	56
07/01/1998	REG	B	LAUGHLIN, ROBERT C	ANACONDA	36.00			1,553.34	60
07/01/1998	REG	[illegible]	LEE, PATRICK CHARLES	KALISPELL	29.91	19,143.68	3	2,279.89	53
07/01/1998	REG	N	LEIK, KATHLEEN A	HELENA	28.88	16,535.83	1	1,637.42	64
07/01/1998	REG	N	LENINGTON, MARILYN K	BILLINGS	30.77	19,145.15	1	2,253.40	53
07/01/1998	REG	N	LINDERMAN, KATHLEEN L	WHITEFISH	24.88			1,410.90	47
07/01/1998	REG	B	LOVE, JAMES M	MILES CITY	19.39	4,845.50	1	928.70	64
07/01/1998	REG	N	LOWNEY, JUNE M	BILLINGS	29.00	52,516.49	1	3,509.31	62
07/01/1998	REG	A	LOWRY, JOAN M	WEST YELLOWSTONE	28.88	5,290.00	3	1,314.44	63
07/01/1998	REG	A	LYON, SUSAN J	CASCADE	27.00	1,354.05	1	1,112.89	61
07/01/1998	REG	N	MADDEN, CORAL W	GREAT FALLS	27.77	8,612.29	1	1,417.50	65
07/01/1998	REG	A	MADSEN, PEGGY P	BILLINGS	19.39	12,720.07	1	1,003.59	60
07/01/1998	REG	C	MANAGHAN, C DAVID	COLUMBIA FALLS	30.88	6,682.00	1	2,241.64	54
07/01/1998	REG	C	MANNING, GARY LEE	KALISPELL	25.50	19,511.65	1	1,608.11	49
07/01/1998	REG	N	MARKWALD, RUSSELL K	SIDNEY	25.00	7,205.62	1	1,325.06	51
07/01/1998	REG	B	MARTIN, DAN R	GLENDIVE	25.00	18,923.84	1	2,271.63	47
07/01/1998	REG	A	MARTIN, GARY F	GLASGOW	38.92	9,000.00	3	3,031.38	62
07/01/1998	REG	N	MARTIN, JEAN M	GREAT FALLS	34.00	1,233.43	1	1,949.39	57
07/01/1998	REG	N	MCDOWELL, HELEN	HELENA	24.74	3,924.61	1	1,323.90	46
07/01/1998	REG	N	MCFARLAND, CONNIE W	COLUMBIA FALLS	25.66			1,732.31	55
07/01/1998	REG	N	MCKENTY, DAN P	BROWNING	27.00	4,008.80	1	1,629.85	49
07/01/1998	REG	N	MCKINNEY, LARRY L	MISSOULA	33.00	12,291.30	1	1,839.08	56
07/01/1998	REG	A	MCNEES, ROBERT J	GREAT FALLS	36.49	12,595.85	1	2,574.69	59
07/01/1998	REG	A	MEGERTH, ROGER S	BILLINGS	36.99	27,599.57	1	2,677.24	62
07/01/1998	REG	A	MENAHAN, WILLIAM T	ANACONDA	34.00			1,539.17	62
07/01/1998	REG	A	METZKER, SUSAN J	BILLINGS	30.63	13,278.66	1	1,613.21	56
07/01/1998	REG	A	MILLER, JOHN [illegible]	BILLINGS	32.50	25,708.86	1	2,295.83	53

[illegible] [redacted] Ret	[illegible]	[illegible]	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY/ BENEFIT	AGE
07/01/1998	REG	A	POND, VERNON R	BIGFORK	29.00	3,400.11	1	1,348.92	59
07/01/1998	REG	B	POWELL, LOIS E	GREAT FALLS	27.36			1,172.50	56
07/01/1998	REG	[illegible]	RAUSCH, PHYLLIS	KALISPELL	33.98	19,050.21	1	2,132.88	62
07/01/1998	REG	N	RAY, GARY F	ROUNDUP	32.88	12,844.50	1	2,007.11	55
07/01/1998	REG	C	REAVELY, NEAL T	BOZEMAN	31.56	8,337.55	1	1,827.18	59
07/01/1998	REG	N	REED, JANET E	GREAT FALLS	25.85	1,933.85	3	1,211.89	47
07/01/1998	REG	N	RICHARDSON, SHARON L	MISSOULA	29.00	14,952.00	1	1,980.05	65
07/01/1998	REG	N	ROESTI, LINDA J	RAMSAY	25.38	2,826.58	1	1,054.75	51
07/01/1998	REG	N	ROLL, WARREN (DUANE	GREAT FALLS	28.00	10,484.06	1	1,889.62	49
07/01/1998	REG	N	ROSELL, ANTOINETTE F	BILLINGS	42.50	27,893.12	1	3,270.71	71
07/01/1998	REG	N	ROST, MURIEL LYNN	MILES CITY	32.00	6,134.93	1	1,691.56	57
07/01/1998	REG	N	RUDE, BETTY J	MISSOULA	33.00			1,597.47	57
07/01/1998	REG	B	RUE, KENNETH H	GREAT FALLS	25.50	6,727.80	1	1,437.27	53
07/01/1998	REG	N	SALISBURY, RUTH M	EUREKA	9.65	667.95	2	231.85	74
07/01/1998	REG	N	SANDERS, JOHN L	FORTINE	21.68			658.72	61
07/01/1998	REG	A	SCHAMP, SHARON ANN	GREAT FALLS	29.97	4,056.49	1	1,257.50	61
07/01/1998	REG	A	SCHAUF, KEITH C	ST REGIS	24.95	500.00	1	1,340.16	52
07/01/1998	REG	N	SCHRUMPF, CLARICE F	BILLINGS	31.00	18,580.02	1	2,245.29	65
07/01/1998	REG	A	SCOLES, VIVIAN L	BILLINGS	31.85	49,724.23	1	2,950.48	56
07/01/1998	REG	N	SENN, PAUL M	GREAT FALLS	29.97	8,744.59	1	1,540.29	56
07/01/1998	REG	N	SHARP, BONNIE M	THOMPSON FALLS	39.22	4,433.31	1	1,987.61	59
07/01/1998	REG	A	SHARSTROM, DAVID P	LEWISTOWN	23.00	17,358.19	3	1,598.48	47
07/01/1998	REG	C	SHIKANY, KEITH W	BILLINGS	35.00	20,604.71	1	2,347.90	57
07/01/1998	REG	B	SHUFE, WILLIAM J	HELENA	25.00	5,608.16	1	1,336.80	51
07/01/1998	REG	N	SIMPSON, BRUCE G	RONAN	28.00	3,475.00	1	1,644.55	51
07/01/1998	REG	C	SLABAUGH, DONALD M	KALISPELL	25.27	14,073.20	1	1,243.12	57
07/01/1998	REG	-	SLONAKER, ROS[illegible]	RONAN	27.00	7,212.80	3	1,721.32	50

Date Retired	[redacted] PE RET	OPTION	NAME	EMPLOYER	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	SMITH, LONNIE H	RONAN	34.29	4,325.00	3	1,774.26	56
07/01/1998	REG	N	SMITH, MARIE J	RONAN	24.77	4,250.00	3	1,583.01	57
07/01/1998	REG	A	SOUHRADA, TESS	MISSOULA	25.00	3,744.00	1	1,926.65	46
07/01/1998	REG	N	SPRINGER, CAROL M	BILLINGS	22.60	20,159.97	1	2,235.42	58
07/01/1998	REG	N	STELIN, MARIE LOUISE	VICTOR	6.55	1,831.29	1	261.83	71
07/01/1998	REG	B	STEPHENS, JOAN M	STEVENSVILLE	38.54	12,600.00	1	2,036.67	60
07/01/1998	REG	C	STEPHENSON, DAVID R	LIBBY	31.00	12,906.38	1	2,292.92	55
07/01/1998	REG	N	STICKNEY, GREGORY C	LIBBY	26.00	6,498.25	1	1,335.95	49
07/01/1998	REG	B	STIFFLER, WAYNE F	FAIRFIELD	27.00	1,954.00	1	1,639.71	51
07/01/1998	REG	B	STILLMAN, JULIA A	LEWISTOWN	27.00	16,130.69	1	1,626.89	54
07/01/1998	REG	B	STIMAC, MARJORIE M	GREAT FALLS	37.97	8,241.54	1	1,800.14	58
07/01/1998	REG	N	STRAIN, ELIZABETH BERYL	RONAN	26.50	1,900.00	1	1,416.55	55
07/01/1998	REG	B	STRATTON, JOHN L	LAUREL	29.77	3,376.90	1	1,404.83	52
07/01/1998	REG	N	STUBER, PATRICK J	CULBERTSON	25.00	13,978.76	1	2,876.86	51
07/01/1998	REG	N	SUMNER, JAY S	ARLEE	25.00	5,364.08	1	1,478.98	55
07/01/1998	REG	N	SVALDI, ANTONETTE N	ANACONDA	13.00			1,251.11	46
07/01/1998	REG	C	SVEE, RODNEY GENE	HARDIN	31.00	16,293.00	1	3,227.54	52
07/01/1998	REG	A	SWANSON, HALE A	MILES CITY	34.00	6,996.78	1	2,054.98	62
07/01/1998	REG	A	SWARD, W SCOTT	HAVRE	24.77			1,270.60	47
07/01/1998	REG	A	SWENSON, ROBERT J	BOZEMAN	33.00	70,264.12	1	4,989.37	64
07/01/1998	REG	A	SYLVESTER, JAMES	MISSOULA	37.88	12,000.00	1	2,324.23	61
07/01/1998	REG	N	VALENCIA, PATRICIA I	KALISPELL	16.08	5,000.00	3	958.64	61
07/01/1998	REG	N	VAN KREVELEN, SHIRLEY J	BIGFORK	36.33	5,898.01	1	1,867.75	62
07/01/1998	REG	B	VANWEELDEN, [illegible]	LIBBY	30.00	12,457.00	1	1,682.34	59
07/01/1998	REG	N	WALDEN, BARBARA A	KALISPELL	11.91	2,718.06	3	336.03	60
07/01/1998	REG	A	WALDEN, DEE E	MILES CI	33.95	5,837.64	1	1,701.01	57
07/01/1998	REG		[illegible]	[illegible]	30.67	7,312.15	1	1,541.50	53

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
07/01/1998	REG	N	WALTERS, KAY MURR	GREAT FALLS	25.77	5,236.00	1	1,167.98	60
07/01/1998	REG	A	WARK, CHARLES M	BILLINGS	35.77	26,374.98	1	2,678.38	64
07/01/1998	REG	B	WAUGH, ROBERT W	POLSON	19.22			623.44	65
07/01/1998	REG	N	WETTERLING, CHARLES W	HELENA	25.00	5,782.31	3	1,643.00	52
07/01/1998	REG	A	WIGMORE, DONNA G	GREAT FALLS	30.30	3,473.23	1	1,684.05	54
07/01/1998	REG	N	WILLIAMS, MAUREEN	BILLINGS	30.88	22,369.79	1	2,059.06	52
07/01/1998	REG	C	WILLIAMS, REBECCA M	MISSOULA	24.77	2,991.95	3	1,110.25	47
07/01/1998	REG	B	WILLIAMSON, BOBBY E	BILLINGS	34.77	15,071.15	1	2,150.93	61
07/01/1998	REG	N	WILSON, DONALD E	BOZEMAN	24.77	9,393.30	1	1,521.24	51
07/01/1998	REG	A	WOOD, JAMES E	SIDNEY	41.87	10,540.53	1	3,203.53	65
07/01/1998	REG	N	ZIMMER, LINDA M	SUPERIOR	28.00	2,420.00	1	1,546.18	50
08/01/1998	DTH	A	DURSO, MAUREEN DEL	MISSOULA	14.09	12,751.88	1	1,129.56	57
08/01/1998	REG	C	DAEHLING, WILLIAM A	HAVRE	8.00	18,835.51	1	1,133.59	63
08/01/1998	REG	A	DIBERT, JANE H	HELENA	13.69	1,855.69	3	519.02	62
08/01/1998	REG	A	HEHN, RONALD W	BOZEMAN	39.00	2,168.49	1	2,158.29	60
08/01/1998	REG	A	MELNIK, WILLIAM A	MILES CIT	30.11	20,980.69	1	1,764.33	53
08/01/1998	REG	A	PAHUT, JOHN P	BUTTE	27.24	18,716.00	1	1,849.41	52
08/01/1998	REG	N	PETERSON, DONALD	BILLINGS	25.00	22,367.16	1	2,081.17	48
08/01/1998	REG	A	TODD, JAMES E	MISSOULA	7.00	34,330.43	1	864.44	61

TOTAL APPLICATIONS	343
TOTAL TERMINATION PAY	3,197,289.74
AVERAGE TERMINATION PAY	9,321.54
AVERAGE MONTHLY BENEFIT	,543.51
AVERAGE AGE	57
AVERAGE SERVICE	26.54

TEACHERS' RETIREMENT BOARD MEETING
November 20, 1998

Chairman Cross called the meeting to order at 9:00 a.m. in the offices of the Teachers' Retirement System, 1500 East Sixth Avenue, Helena, Montana. Those present were:

E. Joseph Cross, Chairman
Emily Hall Bogut
Jima Severson
Jim Turcotte
Tim Ryan
David L. Senn, Executive Director
Gary E. Warren, Assistant Executive Director
Vivian Hammill, Legal Counsel

Virginia Egli was approved for an excused absence for medical reasons.

Others present were:

Bud Malee, Montana Federal of Teachers – Mark Olleman, Milliman and Robertson – Carroll South, Board of Investments – Jim Penner, Board of Investments – Tom Bilodeau, MEA – Alve Thomas, Montana Retired Teachers – Raymond Murray, Individual Petitioner – Kathleen Holden, Attorney for Individual Petitioner – Arnie Silverman, American Federation of Teachers

Adopt Agenda.
Chairman Cross called for additions or changes to the Agenda. Mr. Senn requested that under the Federal Compliance/Housekeeping Legislation, a request for travel to Washington, DC to meet with the IRS be added. Also under Other Business Mr. Senn asked for a discussion item regarding the lower level of the Teachers' Retirement System building. Mr. Turcotte moved to adopt the agenda with the additions, Ms. Severson seconded, motion carried.

Approval of Minutes for September 11, 1998.
Chairman Cross asked for additions or corrections to the minutes of September 11, 1998. Mr. Turcotte noted that two typographical errors need correction. Ms. Severson moved to approve, Mr. Ryan seconded, motion passed. Minutes will stand approved with corrections.

Board of Investments Annual Report. Mr. Carroll South and Mr. Jim Penner from the Board of Investments were present to give their annual report to the Teachers' Retirement System Board. Mr. South gave the board handouts and summarized the annual report. Mr. South discussed the performance of the various components of the Teachers'

Retirement fund throughout the year. Mr. South also stated the Board of Investments had met with the Legislative Auditor to try to get a resolution of what the "book value" of common stock should be. The law states that BOI cannot invest over 50 percent of book value in common stock. There is confusion over whether that is book value of TRS funds or book value of the stock pool. The auditor's staff discussed it and said that they could write an opinion either way so their suggestion was that perhaps book value should be phased out. That would require a change in the statutory language.

Mr. Penner then spoke regarding his observations on his recent trip to Japan, Singapore and Indonesia. Japan is in a recession. They have had three consecutive quarters of negative growth and it is expected that they will have several more quarters of negative growth. They are starting to recognize that they have an obligation to get their economic act in order. Japan is the engine that runs Asia, but it is anticipated that the recovery will be slow. Singapore, Hong Kong and Taiwan are the three strongest Asian economies. Mr. Penner said that the Montana economy is fairly level, that there are no big ups or downs. Mr. Penner distributed a handout and discussed the performance of the bond pool. Mr. Penner said that the Teachers' Retirement Fund will probably be about 60 percent equities over the next six months.

Executive Director's Report. Actuarial Valuation – Mark Olleman, Milliman & Robertson – Mr. Senn introduced Mark Olleman from the firm of Milliman & Robertson, the Teachers' Retirement System actuary. Mr. Olleman reviewed the actuarial report, the salary study and alternative asset allocations. Mr. Olleman explained what unfunded liability was and how it is measured and how the TRS unfunded liability has been reduced to 9.2 years.

Mr. Turcotte moved to adopt the actuarial valuation as presented, Ms Severson seconded, motion carried.

Chairman Cross asked for a motion to adopt the salary assumptions for the purpose of the GABA and future valuations. Mr. Turcotte moved to change the salary assumption as recommended for purposes of the GABA and future valuations, Ms. Bogut seconded, motion carried.

Mr. Olleman continued his presentation by reviewing two letters from Milliman and Robertson, concerning the GABA and the "smoothing" or actuarial asset valuation method. He explained why a five year smoothing method is less affected by market swings than a three year method. Chairman Cross asked for a motion to adopt the revised five year smoothing method. Mr. Ryan moved to adopt a five year smoothing method, Ms. Severson seconded, motion passed.

GABA Legislation – Representative John Mercer has asked to sponsor the GABA legislation. There is no tax increase or local government contribution increase; nothing that should cause a CI-75 issue in terms of employer cost. There was some concern that there may be a CI-75 issue because of an increase in employee contribution rates. Legislative Services Division, Legal Counsel, Greg Petsch has indicated that GABA should

not trigger a CI-75 issue. Dave Lewis, the Governor's Budget Director, also indicated that he did not believe that GABA would trigger a CI-75 vote. Mr. Senn suggested that if CI-75 became an issue, one way to avoid the CI-75 issue would be to remove the increase in the employee contributions. However, the governor's office and the bill sponsor would have to agree with this change.

Tom Bilodeau, MEA, asked that he be allowed to address the Board regarding this bill and CI-75. Mr. Bilodeau said that the numbers of the TRS evaluation came in better than expected and that MEA supports the employee contribution but wants to avoid problems with CI-75. Mr. Bilodeau suggested that the board authorize Mr. Senn to have a discussion with Representative Mercer regarding what Representative Mercer believes CI-75 intended and how it may be implemented if we impose the increase. Mr. Bilodeau said that he believes that if the unfunded liability were pushed as far out as possible the bill could still be funded, even without the increase.

Arnold Silverman, American Federation of Teachers, stated that they wanted to bring some issues to the attention of the Board. Mr. Silverman said that in the last session the bill was lost because of a minor issue that could have been resolved after the bill passed. His concern is that this bill have adequate legislative support. They feel that the employee increase needs to be dropped, the amortization period be extended to the maximum.

Mr. Turcotte moved to adopt the GABA legislation as originally drafted, Ms. Severson seconded, motion passed.

Mr. Senn suggested that Board move ahead to the legal counsel report as Ms. Hammill needed to leave the meeting in order to catch a plane.

Chairman Cross agreed to move on to the legal counsel report.

Legal Counsel Report. Raymond Murray – Mr. Murray was present with his counsel, Kathleen Holden. Ms. Hammill referred the Board to the information contained in the packets previously mailed to the Board. Ms. Hammill gave a review of Mr. Murray's case and advised the Board that the next step in the process is for the Board to adopt the decision of the hearing officer. Ms. Hammill's recommendation to the Board is to reject the exceptions and adopt the decision of the hearing officer as it is written.

Ms. Holden summarized the exceptions and stated that they contest the hiring authority of the President of the University and that they feel there is a legal error as to who the employer actually is. She stated that they also contest calculation of the ten percent cap.

Ms. Hammill said that those things were the hardships of the ten percent cap and that the board applied the ten percent cap fairly and that the hearing officer felt that the ten percent cap had been applied fairly. Ms. Hammill also stated that she disagrees with LeRoy Schramm's memo.

Chairman Cross called for a motion. Ms. Severson moved to deny Mr. Murray's two exceptions and adopt the decision of the hearing officer as the final decision of this board. Ms. Bogut seconded, motion passed with one opposed.

Great Falls – Imputed Value – Ms. Hammill gave an overview of the case and the latest settlement proposal. The settlement agreement will be presented to the Board at the next board meeting.

CI-75 – Impacts on the Teachers' Retirement System – Ms. Hammill advised that we don't know how far CI-75 will reach. Ms. Hammill feels that we need to have a written decision regarding whether the GABA will be affected by CI-75. Ms. Hammill is concerned and said that the legislature is going to have to take action.

Lunch Break

Disabilities.
The Chairman directed the meeting be closed to review the disability applications since the individual's right to privacy of information pertaining to disability benefits clearly exceeds the merits of public disclosure.

The meeting was reopened to the public.

William Thomas and Leland Reynolds requested postponement of Board action on their disability applications.

Karen Wrench – Mr. Turcotte moved to disapprove, Mr. Ryan seconded. The motion was carried by the Board.

Judy Ellsworth – Ms. Severson moved to approve, Ms. Bogut seconded. The motion was carried by the Board.

Charlann Forbes – Mr. Ryan moved to approve, Ms. Severson seconded. The motion was carried by the Board.

William Bodine – Ms. Bogut moved to approve, Mr. Turcotte seconded. The motion was carried by the Board.

Jack McLeod – Ms. Severson moved to approve, Mr. Turcotte seconded. The motion was carried by the Board.

Frank Sonneberg – Mr. Ryan moved to approve, Ms. Bogut seconded. The motion was carried by the Board.

Joannah Hill – Mr. Turcotte moved to approve, Ms. Bogut seconded. The motion was carried by the Board.

Chairman Cross said that he had talked to Virginia Egli and she thanked the Board and staff for the flowers and that she is doing well in her recovery.

Chairman Cross asked that we resume the Executive Director's Report.

Executive Director's Report. Federal Compliance/Housekeeping Legislation – Mr. Senn summarized the legislation and reported that the private letter request for employer pickup of termination pay employee contributions was going to require a trip to Washington, DC to meet with the IRS on December 7, 1998. The attorneys from Ice Miller and Tom Bilodeau from MEA would also join Mr. Senn at this meeting. Mr. Ryan moved to approve the out-of-state travel, Ms. Bogut seconded, motion passed.

Chairman Cross called for a motion to approve the federal compliance legislation as drafted with the ability to make adjustments as required to comply with the IRS requirements. Ms. Bogut moved to approve, Mr. Turcotte seconded, motion passed.

"Millennium Bug" Legislation – Mr. Senn explained that the Department of Administration has draft legislation to protect state and private entities from problems that may arise form the millennium change. We are concerned that including the private sector in the bill may create constitutional problems and therefore, together with the PERS Board have drafted a separate bill. This bill will serve as back up to the legislation proposed by the Department of Administration. Mr. Ryan moved to support this legislation, Ms. Severson seconded, motion passed.

Interest on Overpayments – Correction of Errors – At the last Board meeting a discussion was held regarding the need to establish a policy for charging interest on overpayments. There is a current administrative rule allowing an 8 percent charge. Mr. Senn suggested that any revised policy attempt to reward folks by encouraging they to repay amounts owed as quickly as possible. He recommended that 8 percent be charge on all amounts owed the TRS and that the interest be waived if the money was repaid within 12 months from the time the member is notified of the error. Mr. Ryan moved to adopt policy recommended by Mr. Senn. Mr. Turcotte seconded, motion passed.

Approval of Applications and Benefits. Regular, Survivorship & Adjustments – Mr. Senn called the Board's attention to the attached information. Chairman Cross asked for a motion to approve the list. Mr. Ryan moved to approve, Ms. Bogut seconded, motion passed.

Virginia Polsen – Repayment of Amounts Received in Error – Mr. Senn summarized Ms. Polsen's situation. Ms. Polsen has agreed to $69.57 per month for 12 months. Her retirement benefit would be reduced until the amount owed is recovered. Ms. Severson moved to accept that agreement, Mr. Ryan seconded, motion passed.

Family Law Orders - Family Law Orders were received and approval was recommended.

The three received were for Robert Day, Glenn Hargraves and William Rost. Ms. Severson moved to approve, Mr. Ryan seconded, motion passed.

Other Business. Next Meeting Dates - February 19, 1999 and May 14, 1999 - Chairman Cross asked that all Board members check their calendars for conflicts. Mr. Cross also asked that the starting time of the meeting be moved to 9:30 to accommodate flight arrival times for Ms. Egli. This would allow her to fly in and out of Helena the same day. Ms. Severson moved to approve the dates and change in time, Mr. Ryan seconded, motion passed.

Conversion of Data Processing System – Request for Proposals – Support for the current data processing system will terminate December 1999. This necessitates replacement of our existing system. In September we reviewed proposals from three vendors. The consultant we hired to review the proposals recommended PeopleSoft Solutions. Negotiations with PeopleSoft have brought the price down to about $350,000.00. Maintenance costs are $59,500.00 per year and increases at five percent per year. Other maintenance alternatives could be considered later on. Chairman Cross called for a motion. Mr. Senn asked for a motion for staff to procure PeopleSoft unless another alternative is found that better fits our needs, in which case an RFP would be issued for an alternative system. Mr. Turcotte moved for staff to proceed as recommended, Ms. Bogut seconded, motion passed.

Mr. Senn recommended that debt service be used to fund the PeopleSoft development, which is seven years at a little less than five percent interest.

Budget Amendment – Mr. Senn called the Board's attention to the cost to implement a new computer system. The Board has the authority by law to spend up to 1.5 percent of benefits for administration, or about $1.5 million. The budget for this year will be, with recommended amendments, about $1.3 million, normal budget activities would be closer to $900,000 per year.

The budget amendment includes Imaging System Support, Network Support, Program Support, BeneSys, IKON Technology, PeopleSoft Module, PeopleSoft Module Maintenance and heating and air conditioning units.

This budget amendment does not include the out-of-state travel that the Board approved earlier in this meeting. Ms. Severson moved to approve the budget amendments as presented, Ms. Bogut seconded, motion passed.

NCTR Conference Report – Dave Senn and Jim Turcotte – Mr. Turcotte reported that there appears to be a nationwide push to go to a defined contribution plan as opposed to a defined benefit plan. Year 2000 issues were also discussed. Most systems seem to be in compliance. Mr. Turcotte recommended the new trustee workshop that NCTR has at the beginning of the conference. Mr. Turcotte suggests that the Board of Investments information might be more helpful to the Board if they received it prior to the Board

meeting, rather than at the time of the presentation by the BOI. This would enable the Board to have more input into the way our funds are managed.

Mr. Ryan is going to make every effort to have BOI information available in time to be included in the quarterly Board packets.

Mr. Senn added that he also felt that this was a good conference. He agreed with Mr. Turcotte that asset allocation is important to this board and that the Board needs to be more involved. Mr. Senn also talked about the NCTR home page and their new program called Life Plan which assists with retirement planning, gave a recap of the IRS tax laws, mandatory social security and future funding.

Mr. Senn advised the Board that the Department of Administration has leased the lower level until July 1999. It was the intent of TRS to begin remodeling and use the lower level for our needs at the end of the lease. With the projects that we have before us, the computer system, the legislature, and others, staff will not have time to begin remodeling the lower level or move. A proposal will be presented to the Board in February to renew the lease with the Department of Administration for another year.

Mr. Senn discussed with the Board the replacement of Rod Sheppard, and advised the Board that Rod's replacement would be with us on January 4.

Financial Statements, Budget, Delinquent Agency & Travel Reports – Mr. Senn called the Board's attention to the documents previous provided.

Annual Per Diem Reports – Mr. Senn discussed the need for annual per diem reports with the Board.

The meeting adjourned at 3:20 PM.

Chairman

David L Senn
Executive Director

11/10/1998
09:47

Montana Teachers' Retirement System
TRS Retirement A[redacted]tions

Sept/Oct.

Date Retired	[redacted]E-RET	OPTION	NAME	EMPLOY[redacted] CITY	SERVICE	Termination Pay Amnt	OPT	MONT[redacted] BENEFIT	AGE
06/01/1987	DTH	A	OCONNELL, THOMAS B	HELENA	5.11			67.87	40
07/01/1995	REG	N	MABBOTT, ORAMAE (WOOD)	VICTOR	6.00			57.50	60
05/01/1996	REG	B	MARNEY, ROLAND C	DODSON	15.00			456.52	60
07/01/1997	REG	N	EBERLE, PATRICIA JANE	ANGELA	9.85			190.19	60
05/01/1998	DIS	N	DUFF, VICKI L	GREAT FALLS	18.90			791.41	52
06/01/1998	REG	N	LUTHIN, BARBARA	COLUMBIA FALLS	6.99			158.10	60
06/01/1998	REG	N	SKELTON, WILLIAM D	MISSOULA	10.00			328.93	60
07/01/1998	DIS	B	BAYNE, JAMES G	BILLINGS	24.73	8,578.64	3	1,326.22	49
07/01/1998	ERLY	N	MAKER, FRED L	SIMMS	18.00	32,001.24	2	785.01	52
07/01/1998	REG	N	BARTOS, DARLENE F	COLUMBIA FALLS	10.08			277.37	61
07/01/1998	REG	N	BOYCE, LYNN A	ANACONDA	33.56			1,702.10	61
07/01/1998	REG	N	CASON, DORIS M (FISHER)	GOLD CREEK	9.85	456.20	1	333.97	63
07/01/1998	REG	N	CHANDLER, NANCY K	BOZEMAN	26.50	9,533.22	1	1,855.51	62
07/01/1998	REG	N	CRADDOCK, LOIS JEAN	BUTTE	18.47			226.55	61
07/01/1998	REG	N	CUNNINGHAM, AURELIA	GREAT FALLS	22.87	6,662.16	1	1,134.04	64
07/01/1998	REG	A	DAY, ROBERT J	HARLOWTON	38.96			1,355.53	61
07/01/1998	REG	6	DUNN, RONALD A	MISSOULA	31.00	12,245.70	3	1,431.69	56
07/01/1998	REG	B	EVANS, STANLEY JAMES	LIBBY	31.00	15,593.13	1	2,492.37	54
07/01/1998	REG	6	GREEN, RUTH A	HELENA	20.69			288.99	65
07/01/1998	REG	N	HOLMSTROM, JOANNE	GREAT FALLS	32.00	8,561.62	1	1,621.23	58
07/01/1998	REG	6	MADSEN, PEGGY P	BILLINGS	19.39	12,720.07	1	1,003.59	60
07/01/1998	REG	N	ROBBIN, CHARLOTTE ANN	GREAT FALLS	13.97	3,356.58	1	602.11	62
07/01/1998	REG	N	SIMON, BARBARA ANN	MISSOULA	24.58	1,699.08	1	1,518.10	54
08/01/1998	DTH	A	DURSO, MAUREEN DELL	MISSOULA	14.09	12,751.88	1	1,129.56	57
08/01/1998	REG	C	DAEHLING, WILLIAM A	HAVRE	8.11	18,835.51	1	1,133.59	63
08/01/1998	REG	A	DIBERT, JANE H	HELENA	13.69	1,855.69	3	519.02	62
08/01/1998	REG	A	HEHN, RONALD W	BOZEMAN	39.11	9,156.75	1	2,278.06	60

Date Retired	[redacted]E-RET	OPTION	NAME	EMPLO[redacted] CITY	SERVICE	Termination Pay Amnt	OPT	MONT[redacted] BENEFIT	AGE
08/01/1998	REG	B	MELLING, L DUANE	BOZEMAN	30.11	29,671.98	1	2,952.87	58
08/01/1998	REG	A	MELNIK, WILLIAM A	MILES CITY	30.11	20,980.69	1	1,764.33	53
08/01/1998	REG	A	PAHUT, JOHN P	BUTTE	27.24	18,716.47	1	1,849.41	52
08/01/1998	REG	N	PETERSON, DONALD G	BILLINGS	25.00	22,367.16	1	2,081.17	48
08/01/1998	REG	A	TODD, JAMES E	MISSOULA	7.00	34,330.43	1	864.44	61
09/01/1998	ERLY	N	HUSTAD, CYNTHIA E	GREAT FALLS	19.04			469.20	50
09/01/1998	ERLY	N	PAULEY, ROBERTA	ARLEE	20.09	569.84	1	542.47	50
09/01/1998	ERLY	N	WOODKE, LONA L	LIVINGSTON	6.00			159.25	54
09/01/1998	REG	B	SIEWERT, DAVID E	BOZEMAN	34.22	24,034.38	1	4,030.94	64
10/01/1998	ERLY	A	HOUGH, GLEN L	WORDEN	5.95			100.77	50
10/01/1998	ERLY	C	KOHL, JOYE E	BOZEMAN	12.83	1,716.16	1	652.41	57
10/01/1998	ERLY	N	QUARLES, HELEN M	GREAT FALLS	8.22	5,029.26	1	412.23	55

TOTAL APPLICATIONS	39
TOTAL TERMINATION PAY	311,423.84
AVERAGE TERMINATION PAY	7,985.23
AVERAGE MONTHLY BENEFIT	1,049.86
AVERAGE AGE	57
AVERAGE SERVICE	19.19

02/02/17[redacted]
08:15

Montana Teachers' R[redacted]nt System
TRS Retirement Ap[redacted]ions

[redacted]

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
03/01/1987	DIS	N	FORBES, CHARLANN C	HELENA	18.99			665.84	43
~~12/01/1992~~	~~REG~~	~~N~~	~~LARSON, GLADYS E~~	~~MANHATTAN~~	~~6.00~~			~~35.92~~	~~60~~
01/01/1994	REG	N	ANDERSON, NOLA L	CONRAD	8.00			72.95	60
06/01/1996	ERLY	N	WAGNER, BARBARA JEAN	BILLINGS	8.80	2,285.13	1	276.83	53
~~08/01/1997~~	~~DIS~~	~~N~~	~~BODINE, WILLIAM D~~	~~ENNIS~~	~~18.13~~			~~863.54~~	~~54~~
10/01/1997	REG	N	ADLER, CAROL J	MISSOULA	13.89			514.04	60
07/01/1998	DIS	N	ELLSWORTH, JUDY A	GREAT FALLS	15.96	2,997.06	3	837.28	58
~~07/01/1998~~	~~ERLY~~	~~A~~	~~EDDY, JOHN L~~	~~CHINOOK~~	~~19.58~~			~~548.67~~	~~50~~
07/01/1998	REG	C	HUNT, MYRNA L	BILLINGS	29.00	18,347.95	1	1,836.32	59
07/01/1998	REG	N	MERCADO, SHARON I	HELENA	16.42	6,299.88	1	916.33	60
~~07/01/1998~~	~~REG~~	~~A~~	~~OLSON, WAYNE R~~	~~BILLINGS~~	~~25.00~~	~~2,518.60~~	~~1~~	~~1,164.15~~	~~53~~
09/01/1998	REG	A	HAMMERSMARK, SUZANNE	BILLINGS	6.69	81.24	2	219.08	60
11/01/1998	DIS	A	HILL, JOANNAH	BOZEMAN	10.30	4,080.70	1	804.48	48
~~11/01/1998~~	~~DIS~~	~~A~~	~~HILL, LEWIS A~~	~~BOZEMAN~~	~~10.30~~	~~4,080.70~~	~~1~~	~~804.48~~	~~48~~
11/01/1998	REG	N	ALLEN, GRACE VERONICA	MISSOULA	8.91	462.07	3	128.61	64
11/01/1998	REG	N	BAILEY, MALCOLM S	BILLINGS	28.22	18,642.25	3	1,497.15	51
~~12/01/1998~~	~~DIS~~	~~N~~	~~SONNENBERG, FRANK L~~	~~MISSOULA~~	~~12.22~~			~~927.55~~	~~50~~
12/01/1998	DTH	A	PREBLE, CHETTIE R	FORSYTH	18.45	331.94	3	200.00	16
12/01/1998	DTH	A	PREBLE, DAWN L	FORSYTH	18.45	331.94	3	1,292.75	41
~~12/01/1998~~	~~DTH~~	~~A~~	~~PREBLE, HEATHER L~~	~~FORSYTH~~	~~18.45~~	~~331.94~~	~~3~~	~~200.00~~	~~13~~
12/01/1998	DTH	A	PREBLE, MERRIDY B	FORSYTH	18.45	331.94	3	200.00	6
12/01/1998	ERLY	N	SLONAKER, KATHLEEN L	RONAN	16.75	3,550.00	3	513.86	50
~~12/01/1998~~	~~ERLY~~	~~N~~	~~VAN VOAST, PAULA JO~~	~~GERALDINE~~	~~16.31~~	~~2,000.00~~	~~3~~	~~368.19~~	~~51~~
12/01/1998	REG	N	DOUGLAS, PATRICIA P	MISSOULA	33.76	3,385.10	1	3,035.23	57
12/01/1998	REG	B	MARGRAVE, THOMAS E	MISSOULA	16.00			633.65	60
~~12/01/1998~~	~~REG~~	~~C~~	~~REYNOLDS, LELAND C~~	~~CHOTEAU~~	~~11.33~~			~~374.90~~	~~61~~
01/01/1999	DIS	A	MCLEOD, JACK R	KALISPELL	25.33			1,252.23	52

Montana Teachers' Retirement System
TRS Retirement A[redacted]ons

Date Retired	TYPE-RET	OPTION	NAME	EMPLOYER CITY	SERVICE	Termination Pay Amnt	OPT	MONTHLY BENEFIT	AGE
01/01/1999	ERLY	N	LABONTY, DENNIS JOE	HAVRE	18.11	3,230.00	2	526.98	50
01/01/1999	REG	N	BLYTH, DEBRA Q	BILLINGS	25.33	9,565.66	1	1,751.60	48
01/01/1999	REG	C	BYARS, WILLIAM R JR	HAVRE	31.24	39,429.61	1	3,001.50	56
01/01/1999	REG	N	CARTER, DARLENE M	EKALAKA	28.71			848.66	62
01/01/1999	REG	N	GROW, JEAN LEONE	GLENDIVE	40.06			1,670.72	67
01/01/1999	REG	N	KONZEN, JOHN C	TROY	29.50	17,375.07	3	2,087.23	55
01/01/1999	REG	B	LARSON, FERN E	GILDFORD	13.89			533.08	61
01/01/1999	REG	C	MATHRE, DONALD E	BOZEMAN	34.00	51,908.00	1	4,732.33	60
01/01/1999	REG	A	RENO, JAMES E	BILLINGS	32.66	51,986.88	1	3,029.53	53
01/01/1999	REG	N	SHERWOOD, HELEN E	MILES CITY	6.47			109.99	60

TOTAL APPLICATIONS	37
TOTAL TERMINATION PAY	243,553.66
AVERAGE TERMINATION PAY	6,582.53
AVERAGE MONTHLY BENEFIT	1,039.88
AVERAGE AGE	52
AVERAGE SERVICE	17.18

RECORD KEEPING
WJ
ESSENTIALS

TO LOCK
PERMANENTLY

Push down spur
with a blunt
instrument.